BOARD OF SUPERVISORS

Brown County



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PATRICK W. MOYNIHAN JR., CHAIR THOMAS J. LUND, VICE CHAIR

PUBLIC NOTICE OF MEETING

Pursuant to Section 19.85 and 59.094, <u>Wis. Stats</u>, notice is hereby given to the public that the regular meeting of the **BROWN COUNTY BOARD OF SUPERVISORS** will be held on <u>Wednesday</u>, <u>May 20, 2015 at 7:00 p.m.</u>, in the Legislative Room 203, 100 North Jefferson St., Green Bay, Wisconsin.

NOTICE IS HEREBY GIVEN THAT THE COUNTY BOARD MAY TAKE ACTION ON ANY ITEM ON THE AGENDA

The following matters will be considered:

Call to Order.

Invocation.

Pledge of Allegiance to the Flag.

Opening Roll Call.

- 1. Adoption of Agenda.
- 2. Comments from the Public:
 - a) Must be limited to items not on the agenda.
 - b) State name and address for the record.
 - c) Comments will be limited to five minutes.
 - d) The Board's role is to listen and not discuss comments nor take action on those comments at this meeting.
- 3. Approval of Minutes of April 15, 2015.
- 4. Announcements of Supervisors.
- 5. Communications
 - a) Late Communications.
- 6. **Appointments:**

County Executive:

- a) Reappointments of Ron Antonneau, Henry Wallace, and Mike Vizer to the Harbor Commission.
- b) Reappointment of JoAnn Graschberger to the Human Services Board.
- c) Reappointment of Thomas Diedrick to the Housing Authority.
- d) Appointment of William Seleen to the Solid Waste Management Board.

- e) Appointment of Ryan Kuehn and Reappointments of Sandy Ryczkowski and Julia Wallace to the Nicolet Federated Library Board.
- f) Appointment of Tom Perock to the Adjustment Board.

7. Reports by:

- a) County Executive.
- b) Board Chair.
- 8. Other Reports: None.
- 9. **Standing Committee Reports:**
 - a) Report of Administration Committee of April 23, 2015:
 - 1. Review Minutes of: None.
 - Communication from Supervisor Hoyer re: All new Supervisors automatically be assigned a
 county e-mail address to serve as a contact point for constituents as well as all contact
 from the County offices and business; referred from March, 2015 County Board. Receive
 and place on file.
 - 3. Communication from Supervisor Schadewald re: Request that the Administration Committee revisit Chairman Moynihan's proposal for computer equipment for Supervisors; referred from March, 2015 County Board. To hold for one month.
 - 4. Communication from Supervisor Zima re: The Administration Committee review Brown County's Flexible Benefit Program; *referred from March, 2015 County Board.* Receive and place on file.
 - 5. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the County employee turnover rate is by department and the corresponding reason for turnover; referred from April, 2015 County Board. Receive and place on file.
 - 6. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; referred from April, 2015 County Board.
 - i. To hold until the end of the agenda.
 - ii. Receive and place on file Carried 3 to 2.
 - iii. To reconsider and receive and place on file.
 - 7. Corporation Counsel Monthly Report, February, 2015. Receive and place on file Items 7 & 8.
 - 8. Corporation Counsel Monthly Report, March, 2015. See action at Item 7 above.
 - 9. County Clerk Budget Status Financial Report, December, 2014 (unaudited). Receive and place on file Items 9 & 10.
 - 10. County Clerk Budget Status Financial Report, January, February and March, 2015. See action at Item 9 above.
 - 11. Treasurer Budget Status Financial Report, December, 2014 (Final). Receive and place on file.
 - 12. Treasurer Treasurer's Report.
 - a) Status of Tax Collection partnership(s).
 - b) Update re: Sale of tax deeded lands by BC Code Chapter 3, Section 3.06 & Wis. Stat. 75.
 - c) Setting a date for presentation by winner of RFP Project #1873 Financial Advisory Services. Receive and place on file Items 12 a, b & c.
 - d) Discussion and possible action re: Class 3 notices and Brown County Treasurer's Office Budget line items 5310 & 5810. Receive and place on file.
 - 13. Child Support Budget Status Financial Report, December, 2014 (unaudited). Receive and place on file Items 13, 14, 15, 16 & 17.

- 14. Child Support Budget Status Financial Report, February, 2015. *See action at Item 13 above.*
- 15. Child Support Departmental Openings Summary, March and April, 2015. *See action at Item 13 above.*
- 16. Child Support Agency Director Summary, March, 2015. See action at Item 13 above.
- 17. Child Support Agency Director Summary, April, 2015. See action at Item 13 above.
- 18. Technology Services Budget Status Financial Report, February, 2015. Receive and place on file Items 18, 19 & 20.
- 19. Technology Services Monthly Report, March, 2015. See action at Item 18 above.
- 20. Technology Services Monthly Report, April, 2015. See action at Item 18 above.
- 21. Human Resources Resolution re: Brown County Classification Salary Range; referred from April, County Board.
 - a) Receive and place on file. See Resolutions, Ordinances May County Board.
 - b) To take Item 6 at this time.
- 22. Human Resources Resolution re: Change in Table of Organization for the Administration Department Senior Buyer. <u>To approve</u>. See Resolutions, Ordinances May County Board.
- 23. Human Resources Budget Status Financial Report, December, 2014 (unaudited). Receive and place on file Items 23, 24, 25, 26, 27 & 28.
- 24. Human Resources Budget Status Financial Report, February, 2015. *See action at Item 23 above.*
- 25. Human Resources Activity Report for February and March, 2015. *See action at Item 23 above.*
- 26. Human Resources Departmental Opening Summary, March and April, 2015. See action at Item 23 above.
- 27. Human Resources Director's Report, March, 2015. See action at Item 23 above.
- 28. Human Resources Director's Report, April, 2015. See action at Item 23 above.
- 29. Dept. of Admin Resolution re: Requesting Approval for Brown County to Accept Donations Relating to the "Discover Brown County: Summer Passport 2015" Program. <u>To approve</u>. See Resolutions, Ordinances May County Board.
- 30. Dept. of Admin Budget Status Financial Report, January and February, 2015. <u>Receive and place on file Items 30, 31 & 32.</u>
- 31. Dept. of Admin 2015 Budget Adjustment Log. See action at Item 30 above.
- 32. Dept. of Admin Departmental Opening Summary, March and April, 2015. See action at Item 30 above.
- 33. Dept. of Admin Director's Report, March, 2015. Receive and place on file.
- 34. Dept. of Admin Director's Report, April, 2015. Receive and place on file.
- 35. Audit of bills. To pay the bills.

b) Report of Education & Recreation Committee of May 7, 2015:

1. Review Minutes of:

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- a. Library Board (March 19, 2015).
- b. Neville Public Museum Governing Board (April 13, 2015). Receive and place on file.
- 2. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented.
 - a. Resolution re: Brown County Classification Salary Range. Receive and place on file. See Resolutions, Ordinances May County Board.
- 3. Communication from Chair Moynihan and Supervisors Sieber, Evans, Buckley, Campbell & Fewell re: Purchase and installation of a replacement scoreboard and ancillary equipment located at the Resch Centre. To approve the request for \$1,000,000 to take from the County Capital Projects Fund: See Resolutions, Ordinances May County Board.
- 4. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee with statistical information as to what the county

- employee turnover rate is by department and the corresponding reason for turnover. Receive and place on file.
- 5. Museum Budget Status Financial Report, March, 2015. Receive and place on file.
- 6. Museum Discussion re: Museum Admission Fees. To defer Item #6 to budget.
- 7. Museum Director's Report. Receive and place on file.
- 8. Golf Course Budget Status Financial Report, March, 2015. Receive and place on file.
- 9. Golf Course Open Positions Report for April, 2015. Receive and place on file.
- 10. Golf Course Superintendent's Report. Receive and place on file.
- 11. Library Budget Status Financial Report, March, 2015. Receive and place on file.
- 12. Library Director's Report. Receive and place on file.
- 13. Parks Budget Status Financial Report, March, 2015. Receive and place on file.
- 14. Park Mgmt. Approval of the Memorandum of Understanding between the Parks and Friends of the Reforestation Camp Trails. To approve.
- 15. Park Mgmt. Request of fee waiver from Red River Rumble baseball group for use of Bay Shore Park ball field. To approve.
- 16. Park Mgmt. Request of fee waiver from Green Bay Trout Unlimited for use of Reforestation Camp Pines Shelter. To approve.
- 17. Park Mgmt. Request of fee waiver from the Stump Farm 100 race organizer for use of Reforestation Camp bike trails. To approve.
- 18. Park Mgmt. Resolution re: To approve acquisition of property within the Village of Howard to provide trail connectivity. To approve. See Resolutions, Ordinances May County Board.
- 19. Parks Departmental Openings Summary, April, 2015. Receive and place on file.
- 20. Park Mgmt. Field Staff Reports/Attendance Reports. Receive and place on file.
- 21. Park Mgmt. Assistant Director's Report. Receive and place on file.
- 22. NEW Zoo Budget Adjustment Request (15-35): Any increase in expenses with an offsetting increase in revenue. To approve.
- 23. NEW Zoo Departmental Openings Summary, April, 2015. Receive and place on file.
- 24. Zoo Director's Report. Receive and place on file.
- 25. Resch Centre/Arena/Shopko Hall Complex Attendance for the Brown County Veterans Memorial Complex, April, 2015. Receive and place on file.
- 26. Audit of bills. To pay the bills.

c) Report of Special Education and Recreation Committee of May 20, 2015.

1. Library – Approval of the Southwest Library Expansion Plan. Motion pending the Special Ed & Rec Meeting May 20, 2015.

d) Report of Executive Committee of May 11, 2015:

- 1. Vacant Budgeted Positions Administration Finance Manager Vacated 4/9/15.
- 2. Vacant Budgeted Positions Corporation Counsel Administrative Secretary Vacated -4/8/15.
- 3. Vacant Budgeted Positions Health Public Health Nurse (x2) (.68 FTE and .32 FTE) -Vacated 5/29/15, 5/4/15.
- 4. Vacant Budgeted Positions Human Services Economic Support Specialist Vacated -5/11/15.
- 5. Vacant Budgeted Positions Human Services (CTC) Nurse Educator Vacated 4/16/15.
- 6. Vacant Budgeted Positions Human Services (CTC) Switchboard Operator/Receptionist (.2 FTE) - Vacated -4/14/15.
- 7. Vacant Budgeted Positions Human Services Welfare Fraud Investigator Aide Vacated -4/10/15.
- 8. Vacant Budgeted Positions Public Works (Facility Management) Facility Worker (.5 FTE) -Vacated 4/29/15.
 - 9. Vacant Budgeted Positions Public Works (Facility Management) Housekeeper (x2) (1.0 FTE and .5 FTE) - Vacated 5/15/15 (both positions).
 - 10. Vacant Budgeted Positions Public Works (Highway) Highway Crew Vacated 1/28/15.



- 11. Vacant Budgeted Positions Register of Deeds Clerk/Typist II Vacated 5/8/15.
- 11a. Vacant Budgeted Positions Community Treatment Center Behavioral Health Supervisor Vacated 4/29/15.
 - i. To suspend the rules and take Items 1 11a together. Carried 6 to 1.
 - ii. To approve Items 1 11a. Carried 6 to 1.
- 12. Communication from Supervisor Sieber re: At least one in ten appointees to county committees should be from a minority community; *referred from April County Board.*Receive and place on file.
- 13. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; referred from April County Board. Receive and place on file.
 - a. Resolution re: Brown County Classification Salary Range; referred from April County Board. To approve. See Resolutions, Ordinances May County Board.
- 14. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; referred from April County Board. Receive and place on file.
- 15. Review and Possible Action on Legal Bills to be paid. To pay.
- 16. Treasurer Review and approval of high bids for tax deed properties.
 - i. To approve Parcel 5-893 and Parcel 8 227.
 - ii. To refer 6H-1168-4-4 to Corporation Counsel for their next meeting.
 - iii. To deny Parcel 2-437 and send to Corporation Counsel to obtain a report in 30 days.
 - iv. That all future no-minimum bid auctions be established at a starting bid of \$100.
- 17. County Executive Report. No report; no action.
- 18. Internal Auditor Report.
 - a. Board of Supervisors & Veterans' Recognition Subcommittee Budget Status Reports: March 2015. To approve.
 - b. Monthly Status Update: April 1 April 30, 2015. Receive and place on file.
 - c. Update: Brown County Professional Services Standard Contract (Auditing Services) One (1) Year Extension (Audit Year 2015). <u>To approve</u>.
 - d. Proposed 2015 Audit Plan Change At the request of the Brown County Clerk of Courts, assist the department in the review of related revenue and expense accounts. To approve.
- 19. Human Resources Report. No report; no action.
- 20. Resolution re: Change in Table of Organization for the Administration Department Senior Buyer. <u>To approve.</u> See Resolutions, Ordinances May County Board.
- 21. Resolution re: Change in Table of Organization for U.W. Extension Workforce Development Agriculture Student Intern. <u>To approve</u>. See Resolutions, Ordinances May County Board.
- 22. Resolution re: Change in Table of Organization for U.W. Extension Community Garden Coordinator. <u>To approve</u>. See Resolutions, Ordinances May County Board.
- 23. Resolution re: Authority to Execute a 2015 Labor Agreement with the Brown County Human Services Professional Employees Association. <u>To approve</u>. See Resolutions, Ordinances May County Board.
- 24. Medical Examiner Discussion and possible action with regard to HIPAA Privacy Rules as relates to Medical Examiner's Office; referred from May Public Safety. Receive and place on file.
- 25. Open Session: Discussion and possible action regarding consideration of personnel issues and investigation of problems which have arisen in the Medical Examiner's Department. Receive and place on file.
- 26. Closed Session: Notice is hereby given that the above governmental body will adjourn into closed sessions for discussion and possible action regarding consideration of personnel issues and investigation of problems which have arisen in the Medical Examiner's Department pursuant to Wis. Stat. §19.85(1)(f) which authorizes a closed session to consider financial, medical, social or personal histories or disciplinary data of specific

- persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons...which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories, or data, or involved in such problems or investigations. To enter into closed session.
- Reconvene in Open session: Discussion and possible action regarding consideration of
 personnel issues and investigation of problems which have arisen in the Medical Examiner's
 Department.
 - i. To return to regular order of business.
 - ii. That the County Board at their May 20, 2015 board meeting convene in closed session as described in the notice of Item 26 of the Executive Committee agenda.

e) Report of Special Executive Committee of May 20, 2015:

1. Resolution Authorizing the Issuance and Sale of \$[7,565,000] General Obligation Corporate Purpose Bonds, Series 2015A. *Motion pending the Special Exec Committee Meeting May 20, 2015*. See Resolutions, Ordinances April County Board.

f) Report of Human Services Committee of April 22, 2015:

- 1. Review Minutes of:
 - a) Aging & Disability Resource Center Board Meeting (February 26, 2015).
 - b) Community Options Program Planning Committee (March 23, 2015).
 - c) Human Services Board (April 9, 2015).
 - d) Veterans Recognition Subcommittee (March 17, 2015).
 - i. To suspend the rules and take Items 1 a d together.
 - ii. Receive and place on file Items 1 a d.
- 2. Communication from Supervisor Robinson re: That the new County Human Services Director and the Human Services Department staff put together a report to be presented at the August Human Services Committee, with monthly updates to the Committee that examines: CTC/In –patient Mental Health & AODA County Services; community Mental Health and AODA County Services; Mental Health and AODA services offered by the community in general with which the County has a partnership. Standing item. To put on next month's agenda.
- 3. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; referred from April, 2015 County Board. See action at Item 5 below.
- 4. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; referred from April, 2015 County Board. See action at Item 5 below.
- 5. Resolution re: Brown County Classification Salary Range; referred from April, 2015 County Board. Receive and place on file Items 3, 4 & 5. See Resolutions, Ordinances May County Board
- 6. Health Dept Update re: Sanimax. Receive and place on file.
- 7. Human Services Dept Resolution re: Helping families move from homelessness to self-sufficiency. Standing Item until such time that there is action to be taken. No action taken.
- 8. Human Services Dept Budget Adjustment Request (15-20): Any increase in expenses with an offsetting increase in revenue. <u>To approve</u>.
- 9. Human Services Dept Budget Adjustment Request (15-21): Any increase in expenses with an offsetting increase in revenue. <u>To approve</u>.
- 10. Human Services Dept Executive Director's Report. Receive and place on file.
- 11. Human Services Dept Summary of Services provided by the Brown County Community Treatment Center Outpatient Clinic Receive and place on file.
- 12. Human Services Dept Financial Report for Community Treatment Center and Community Programs. Receive and place on file.

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- 13. Human Services Dept Statistical Reports.
 - a. Monthly CTC Data Bay Haven Crisis Diversion/Nicolet Psychiatric Hospital.
 - b. Monthly Inpatient Data Bellin Psychiatric Center.
 - c. Child Protection Child Abuse/Neglect Report.
 - d. Monthly Contract Update.
 - i. To take Items 13 a-d together.
 - ii. Receive and place on file Items 13 a-d.
- 14. Human Services Dept Request for New Non-Continuous Vendor. To approve.
- 15. Human Services Dept Request for New Vendor Contract. To approve.
- 16. Audit of bills. To pay the bills.

g) Report of Planning, Development & Transportation Committee of April 27, 2015:

- 1. Review minutes of: None.
- 2. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; referred from April County Board. Receive and place on file.
- 2a. Resolution re: Brown County Classification Salary Range; referred from April County Board.

 To approve for the purpose of sending forward to the Executive Committee noting a

 possible change in the 6th "Whereas ... as an initial step to "pay" market rate", which may
 be "to determine" market rate. See Resolutions, Ordinances May County Board.
- 3. Communication from Supervisor Zima re: Request that Human Services Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; *referred from April County Board.* Receive and place on file.
- 4. UW Extension Budget Status Financial Report, February and March, 2015. Receive and place on file.
- 5. UW Extension Departmental Opening Summary. Receive and place on file.
- 6. UW Extension Budget Adjustment Request (15-28): Any increase in expenses with an offsetting increase in revenue. <u>To approve</u>.
- 7. UW Extension Budget Adjustment Request (15-29): Any increase in expenses with an offsetting increase in revenue. <u>To approve</u>.
- 8. UW Extension Resolution re: Change in Table of Organization for U.W. Extension Workforce Development Agriculture Student Intern. <u>To approve</u>. See Resolutions, Ordinances May County Board.
- 9. UW Extension Resolution re: Change in Table of Organization for U.W. Extension Community Garden Coordinator. <u>To approve</u>. See Resolutions, Ordinances May County Board.
- 10. UW Extension Director's Report. Receive and place on file.
- 11. Planning Commission Budget Status Financial Report, January and February, 2015. Receive and place on file.
- 12. Planning Commission Update re: Northeastern Wisconsin Region Community Development Block Grant (CDBG) Housing Program. Receive and place on file.
- 13. Planning Commission Update re: Development of the Brown County Farm property standing litem. Receive and place on file.
- 14. Property Listing Budget Status Financial Report, January and February, 2015. <u>Receive and place on file.</u>
- 15. Zoning Budget Status Financial Report, January and February, 2015. Receive and place on file.
- 16. Port & Resource Recovery Port Budget Status Financial Report, March, 2015. Receive and place on file.
- Port & Resource Recovery -- Resource Recovery Budget Status Financial Report, March, 2015. Receive and place on file.
- 18. Port & Resource Recovery Director's Report. Receive and place on file.

- 19. Register of Deeds Budget Status Financial Report, December, 2014 (unaudited), February and March, 2015. Receive and place on file.
- 20. Register of Deeds Departmental Openings Summary, Receive and place on file.
- 21. Register of Deeds Annual Report. Receive and place on file.
- 22. Airport Budget Status Financial Report, March, 2015. Receive and place on file.
- 23. Airport Departmental Openings Summary. Receive and place on file.
- 24. Airport Director's Report. Receive and place on file.
- 25. Public Works Summary of Operations. Receive and place on file.
- 26. Public Works Director's Report. Receive and place on file.
- 27. Audit of bills. To audit the bills.

h) Report of Land Conservation Subcommittee of April 27, 2015:

- 1. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; referred from April County Board. Receive and place on file.
- 1a. Resolution re: Brown County Classification Salary Range; referred from April County Board.

 To approve for the purpose of sending forward to the Executive Committee noting a possible change in the 6th "Whereas ... as an initial step to 'pay' market rate", which may be "to 'determine market rate". See Resolutions, Ordinances May County Board.
- Communication from Supervisor Zima re: Request that Human Resources Department
 provide each standing committee statistical information as to what the county employee
 turnover rate is by department and the corresponding reason for turnover; referred from
 April County Board.
 - ii. That they receive from Department heads a status report on a monthly basis as to why people left and quarterly from staff for the overall county.
 - iii. To add "may require a closed session" to the motion.
- 3. Budget Status Financial Report, March, 2015. Receive and place on file.
- 4. Departmental Opening Summary, April, 2015. To approve.
- 5. Director's Report. Receive and place on file.

i) Report of Public Safety Committee of May 6, 2015:

- 1. Review minutes of:
 - a. Criminal Justice Coordinating Board (February 26, 2015). Receive and place on file.
 - b. Local Emergency Planning Committee LEPC (March 10, 2015). Receive and place on file.
 - c. Public Safety Communications Advisory Board (July 23, 2014). Receive and place on file.
 - d. Traffic Safety Commission (January 15, 2015). Receive and place on file.
- 2. Communication from Supervisor Dantinne re: Have the Department review the \$.75 tax by phone company that used to go to county and now goes to state. This was for 911, police and fire departments. *Held for one month.* Receive and place on file.
- 3. Communication from Supervisor Erickson re: Create a resolution to send to our state representatives and the governor stating that Brown County doesn't support the idea of legal marijuana for the state; referred from April County Board. For Brown County to create a resolution to send to State representatives and the rest of the Counties stating that Brown County does not support the idea of legal marijuana in the State. See Resolutions, Ordinances May County Board.
- 4. Communication from Supervisor Evans re: To have the Medical Examiner appear before the Public Safety or Executive Committee to explain why private HIPPA information is being leaked from his office to the previous Medical Examiner; referred from April County Board.

 Refer to Executive Committee.
- 5. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; referred from April County Board.

- 5a. Resolution re: Brown County Classification Salary Range; referred from April County Board. Receive and place on file.
- 6. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; referred from April County Board. To refer to staff to come forward with a plan as to how to make exit interviews an integral part of a person's employment with Brown County and advise the County Board.
- 7. Public Safety Communications Director's Report. Receive and place on file.
- 8. Medical Examiner 2015 Medical Examiner Activity Spreadsheet. Receive and place on file.
- 9. Medical Examiner Budget Status Financial Report, April, 2015. Receive and place on file.
- 10. Clerk of Courts Budget Status Financial Report for March, 2015. Receive and place on file.
- 11. Clerk of Courts Standing Item per motion at April meeting—Request for representation from the Clerk of Courts and Courts to attend each meeting through the end of 2015 to provide monthly updates including various reports as requested by this Committee. To refer to the Clerk of Courts office to meet with Corporation Counsel and come back with a recommendation as to at what point GAL bills should be converted to a civil judgment.
- 12. Clerk of Courts Clerk of Court's Report. Receive and place on file.
- 13. Circuit Courts, Commissioners, Probate Budget Status Financial Reports for January, February and March, 2015. <u>Receive and place on file.</u>
- 14. District Attorney Departmental Openings Summary for March, 2015. *Held until the May meeting*. Receive and place on file.
- 15. District Attorney District Attorney's Report. Receive and place on file.
- 16. Sheriff Budget Status Financial Report for March, 2015. Receive and place on file.
- 17. Sheriff Key Factor Report thru March, 2015. Receive and place on file.
- 18. Sheriff Jail Average Daily Population by Month and Type for the Calendar Year, 2015. Receive and place on file.
- 19. Sheriff Update from Engineer Doug Marsh re: building construction to Sheriff's Department. Receive and place on file.
- 20. Sheriff Update re: Jail Staff Protective Status. Motion at April Meeting: To hold for one month and send this to the Director of Administration and Corporation Counsel to draft a resolution that will be handled at a special meeting the week of April 6, 2015. Receive and place on file.
- 21. Sheriff Sheriff's Report. Receive and place on file.
- 22. Open Session: Discussion and possible action regarding personnel issues which have arisen in the Sheriff's Department regarding a specific employee:
 - a. <u>Closed Session</u>: Notice is hereby given that the above governmental body will adjourn into closed session on the above Item Number 12 pursuant to Wis. Stat. §19.85(1)(f) which authorizes a closed session to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons...if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories, or data, or involved in such problems or investigations.
 - i. To enter into closed session.
 - ii. To return to open session.
 - b. <u>Reconvene in Open Session:</u> Discussion and possible action regarding personnel issues which have arisen in the Human Services Department regarding a specific employee. *No action taken.*
- 23. Audit of bills. To audit the bills.

j) Report of Special Public Safety Committee of May 6, 2015:

- a. <u>Open Session:</u> Discussion, information gathering and possible action regarding the options available to Brown County for Medical Examiner Services.
- b. <u>Closed Session:</u> Notice is hereby given that the governmental body will adjourn into a closed session during the meeting for discussion as to contract strategies for the negotiation and bargaining as it relates to Medical Examiner Services pursuant to Wisconsin Statutes Section §19.85 (1)(e) deliberating or negotiating the purchase of public properties, the investing of public funds or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.
- c. <u>Reconvene in Open Session:</u> Discussion and possible action as to options available to Brown County for Medical Examiner Services, and possibly contract negotiations and bargaining determinations.

No closed session held; no action taken.

10. Resolutions & Ordinances:

Budget Adjustments Requiring County Board Approval

a) Resolution Approving Budget Adjustments to Various Department Budgets.

Brown County Board of Supervisors

b) Resolution re: Resolution Supporting the Protective Status of County Correction Officers for WRS Purposes.

Administration Committee

c) Resolution re: Requesting Approval for Brown County to Accept Donations Relating to the "Discover Brown County: Summer Passport 2015" Program; Motion at Administration: To approve.

Administration Committee and Executive Committee

d) Resolution re: Change in Table of Organization for the Administration Department Senior Buyer: Motion at Admin: To approve; Motion at Exec: To approve.

Education and Recreation Committee

- e) Resolution re: To Approve Acquisition of Property Within the Village of Howard to Provide Trail Connectivity; Motion at Ed & Rec: To approve.
- f) Resolution In Support of Funding for a Replacement Scoreboard at the Resch Center; Motion at Ed & Rec: To approve the request for \$1,000,000 to take from the County Capital Projects Fund.

Executive Committee

g) Resolution re: Authority to Execute a 2015 Labor Agreement with the Brown County Human Services Professional Employee Association; Motion at Executive: To approve.

Special Executive Committee

h) Resolution Authorizing the Issuance and Sale of \$[7,565,000] General Obligation Corporate Purpose Bonds, Series 2015A. *Motion pending the Special Exec Cmte meeting May 20, 2015 meeting.*

Planning, Development & Transportation and Executive Committee

- i) Resolution re: Change in Table of Organization for U.W. Extension Workforce Development Agriculture Student Intern; Motion at PD & T: To approve Motion at Exec: To approve.
- j) Resolution re: Change in Table of Organization for U.W. Extension Community Garden Coordinator; Motion at PD&T: To approve; Motion at Exec: To approve.

Public Safety Committee

k) Resolution Confirming Brown County's Opposition to the Legalization of Marijuana in the State. Motion at Public Safety: For Brown County to create a resolution to send to the State representatives and the rest of the Counties stating that Brown County does not support the idea of legal marijuana in the State.

Administration Committee, Education & Recreation Committee, Human Services Committee, Planning, Development & Transportation Committee, Land Conservation Committee, Public Safety Committee and Executive Committee

Resolution re: Brown County Classification Salary Range: Motion at Admin: Receive and place on file; Motion at Ed & Rec: Receive and place on file; Motion at Human Services: Receive and place on file Items 3, 4 & 5; Motion at PD&T: To approve for the purpose of sending forward to the Executive Committee noting a possible change in the 6th "Whereas... as an initial step to 'pay' market rate", which may be "to 'determined' market rate"; Motion at Land Con: To approve for the purpose of sending forward to the Executive Committee noting a possible change in the 6th "Whereas... as an initial step to 'pay' market rate", which may be "to 'determined' market rate"; Motion at Public Safety: Receive and place on file; and Motion at Exec: To approve.

11. Closed Sessions:

Public Safety Committee:

- a) <u>Open Session:</u> Discussion and possible action regarding personnel issues which have arisen in the Sheriff's Department regarding a specific employee:
- b) <u>Closed Session</u>: Notice is hereby given that the above governmental body will adjourn into closed session on the above Item Number 12 pursuant to Wis. Stat. §19.85(1)(f) which authorizes a closed session to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons...if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories, or data, or involved in such problems or investigations.
- c) <u>Reconvene in Open Session:</u> Discussion and possible action regarding personnel issues which have arisen in the Human Services Department regarding a specific employee.

Special Public Safety Committee:

- d) Discussion with possible action regarding Medical Examiner options for Brown County with possible closed session.
- e) <u>Open Session:</u> Discussion, information gathering and possible action regarding the options available to Brown County for Medical Examiner Services.
- f) <u>Closed Session:</u> Notice is hereby given that the governmental body will adjourn into a closed session during the meeting for discussion as to contract strategies for the negotiation and bargaining as it relates to Medical Examiner Services pursuant to Wisconsin Statutes Section §19.85 (1)(e) deliberating or negotiating the purchase of public properties, the investing of public funds or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.
- g) <u>Reconvene in Open Session:</u> Discussion and possible action as to options available to Brown County for Medical Examiner Services, and possibly contract negotiations and bargaining determinations.

Executive Committee:

- h) Discussion and possible action with regard to HIPPA Privacy Rules as relates to Medical Examiner's Office; referred from May Public Safety.
- i) <u>Open Session:</u> Discussion and possible action regarding consideration of personnel issues and investigation of problems which have arisen in the Medical Examiner's Department.

- j) <u>Closed Session:</u> Notice is hereby given that the above governmental body will adjourn into closed session for discussion and possible action regarding consideration of personnel issues and investigation of problems which have arisen in the Medical Examiner's Department pursuant to Wis. Stat. §19.85(1)(f) which authorizes a closed session to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons...which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories, or data, or involved in such problems or investigations.
- k) Reconvene in Open session: Discussion and possible action regarding consideration of personnel issues and investigation of problems which have arisen in the Medical Examiner's Department.
- 12. Such other matter as authorized by law.
- 13. Bills over \$5,000 for period ending April 30, 2015.
- 14. Closing Roll Call.
- 15. Adjournment to <u>Wednesday</u>, <u>June17</u>, <u>2015 at 7:00 p.m.</u>, Legislative Room 203, 100 N. Jefferson Street, Green Bay, Wisconsin

Submitted by:

Patrick W. Moynihan, Jr.

Board Chairman

Notice is hereby given that action by the County Board of Supervisors may be taken on any of the items which are described or listed in this agenda. The County Board of Supervisors may go into Closed Session: Pursuant to Wis. Stats. § 19.85(1)(e) to deliberate or negotiate the purchasing of public properties, investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

COUNTY CLERK

BROWN

305 E. WALNUT STREET, ROOM 120 P.O. BOX 23600 GREEN BAY, WI 54305-3600

SANDRA L. JUNO COUNTY CLERK

PHONE (920) 448-4016

FAX (920) 448-4498

juno_sl@co.brown.wi.us

Proceedings of the Brown County Board of Supervisors April 15, 2015

Pursuant to Section 19.84 and 59.14, Wis. Stats., notice is hereby given to the public that the Regular meeting of the Brown County Board of Supervisors was held in the Legislative Room 203, 100 N Jefferson St., Green Bay WI.

Chairman Moynihan called the meeting to order at 7 p.m. Following an invocation was given by Vice Chair Lund and reciting of the Pledge of Allegiance to the Flag by the Board.

Roll call was taken. Twenty-five Supervisors were present: Sieber, De Wane, Nicholson, Hoyer, Gruszynski, Haefs, Erickson, Zima, Evans, Kaye, Buckley, Landwehr, Dantinne, La Violette, Katers, Kaster, Van Dyck, Jamir, Robinson, Clancy, Campbell, Moynihan, Schadewald, Lund and Fewell; and one Supervisor was excused: Steffen

- 1. Motion to adopt the agenda as amended was approved.
- Items #6a & #6b taken out of order at this time.
- 6a. Motion to approve the appointment of Jamie Blom to complete the unexpired term of Supervisor District #23 was approved.
- 6b. County Clerk Sandy Juno administered the Oath of Office to Mr. Blom, at which time Supervisor Blom took his seat.
- 2. Five people wished to address the Board during Comments from the Public. Vicki Reynen, 4115 St. Francis Cr., Green Bay, WI spoke about the process that will be used to update salaries and job titles under the newly proposed Class & Comp Plan; Lyle Wilquet, 1942 Zeise St., Green Bay, WI, spoke in regard to pornography at the Library and requested the Library remove it from their inventory; Devon Christianson, Director of the Aging & Disability Resource Center and Jessica Nell, member of the Aging & Disability Resource Board spoke in favor of the ADRC resolution and the need to maintain the use of these programs to allow for independent living; and Paul Zeller, Brown County Treasurer, introduced himself to the Board and discussed proposed changes to the tax bills and he will be available for any questions on agenda items.
- 3. Motion to adopt the minutes of the March 18, 2015 meeting was approved.
- Items #10g, #10e & #10j taken out of order at this time.
- 10g. Resolution re: Initial Resolutions authorizing the Issuance of Not to exceed \$7,575,000 General Obligation Corporate Purpose Bonds of Brown County, Wisconsin in one or more services at one or more times was adopted.
- 10e. Resolution re: In Support of Retaining and Expanding Wisconsin Current Long Term Care System of Family Care, IRIS Partnership, and Aging & Disability Resource Center was adopted.
- 10j. Resolution regarding Brown County Classification Salary Range was referred to all standing comm.
- 4. Supervisors Evans and Dantinne addressed the Board under Announcements by Supervisors.
- 5. Communications.
- 5a. Supervisor Sieber re: At least one in ten appointees to county committees should be from a minority community was referred to Executive Comm.
- 5b. Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented was referred to all standing comm.
- 5c. Supervisor Evans re: To have the Medical Examiner appear before the Public Safety or Executive Comm. to explain why private HIPPA information is being leaked from his office to the previous Medical Examiner was referred to Public Safety Comm.

- 5d. Supervisor Erickson re: Create a resolution to send to our state representatives and the governor stating that Brown County doesn't support the idea of legal marijuana for the state was referred to Public Safety Comm.
- 5e. Chairman Moynihan & Supervisors Sieber, Evans, Buckley, Campbell & Fewell re: Purchase and installation of a replacement scoreboard and ancillary equipment located at the Resch Center was referred to Education & Recreation Comm.
- 6c. Motion to adopt the reappointment of Tom Lund to the Human Services Board was approved.
- 6d. Motion to adopt the appointment of Karen Sanchez to the Board of Health was approved.
- 7a. Report was given by County Executive Streckenbach.
- 7b. Report was given by County Board of Supervisors Chairman Moynihan.
- 8. There were no Other Reports.
- 9. Standing Comm. Reports
- 9a. There was no Administration Comm. of March 26, 2015 due to lack of quorum.
- 9b. Motion to adopt "Special" Administration Comm. minutes of April 15, 2015 was approved.
- 9c. Motion to adopt Education & Recreation Comm. minutes of April 2, 2015 was approved.
- 9d. Motion to adopt Executive Comm. minutes of April 6, 2015 meeting was approved.
- 9e. Motion to adopt Human Services Comm. minutes of March 25, 2015 was approved.
- 9f. Motion to adopt Planning, Development & Transportation Comm. minutes of March 23, 2015 was approved.
- 9g. Motion to adopt Land Conservation Subcomm. Minutes of March 23, 2015 was approved.
- 9h. Motion to adopt Public Safety Comm. minutes of April 1, 2015 was approved.
- 10. Resolutions and Ordinances

Budget Adjustments Requiring County Board Approval.

10a. Resolution approving Budget Adjustments to Various Departments was approved as follows:

14-116 Human Srvces	Our Partners in the Baylake Consortium (Door, Marinette, Shawano, and Oconto Counties) had income maintenance claims greater than we had budgeted for in 2014 directly resulting in a greater expense on our ledger. Brown County acts as a pass through entity for the payments to our partners. The amount we receive in revenue from the state on their behalf equals the amount they are paid. Amount: \$725,000
15-13 Public Works	The MHC Demo Project is over budget due to not receiving as much salvage revenue as initially anticipated and also because of Public Works-Highway Labor and Equipment being more than initially budgeted (primarily due to having more overtime hours charged to the job as the dept had a very heavy winter requiring them to put in a lot of hours for winter maintenance while also trying to complete this project). Public Works Highway would like to transfer out funds to cover the current overage on this MHC Demo project. Currently we are estimating \$2500 of unearned salvage revenue to come in 2015. Should more come in, PW Highway should receive a transfer back of any additional salvage revenue earned. There is still \$63,601.25 of budget remaining to construct the shed for Facility Management. Should more funds be required for this a new budget adjustment should be done. Amount: \$119,845
15-19 Health	WHEPP GRANT - The Department of Health and Human Services has approved program funding carry over from BP-2 (July 1, 2013 - June 30, 2014) to the current fiscal year BP-3 (July 1, 2014 - June 30, 2015). The funding will be provided by two separate CARS contract addenda. The first will appear on or about March 2nd 2015 in the amount of \$75,000. The second will appear on or about April 1st 2015 in the amount of \$25,000. For a total of \$100,000 for Region 3 WHEPP-HCC. These funds must be spent before June 30, 2015 on emergency supplies, travel expenses, stand-alone computer equipment, educational speakers, a contractor for HCC projects and the development of a website. LOCAL PREPAREDNESS GRANT - The preparedness program was awarded Conference and Training Scholarships to individuals attending specific conference and trainings which will cover registration, transportation to/from the conference/training, and hotel in the total amount of \$12,890. Amount: \$112,890

10b. Resolution re: 2014 Balanced Budget Adjustment was approved as follows:

Clerk of Courts

Revenue shortfalls of \$191,000 were mainly attributable to the reduced collection of fines and Clerk of Court fees. In addition, attorney and Guardian Ad Litem expenditures were overspent by over \$197,000. These shortfalls were partially offset by savings due to vacant positions.

Resulting in an appropriation needed of \$296,201.

Public Safety Additional expenses were recognized due to the write off of a 2010 Port Security Grant in

Emergency Management. The pass-through agency finalized the grant documents without the

required invoices from Brown County being submitted to the granting agency.

Resulting in an appropriation needed of \$43,040.

Register of Deeds A shortfall of \$343,000 in revenue was recognized due to the decrease in the recording of real

estate documents as well as copies sold. This shortfall was partially offset by a \$117,000

reimbursement for redaction fees and additional operational savings.

Resulting in an appropriation needed of \$167,290.

Child Support Funding allocations at the state level were not released to counties in time for inclusion in the

2014 Budget. Per state recommendations, the Child Support agency used previous years' allocations for estimation purposes. A shortfall was realized, once allocations were issued, due to changes in state incentive methodology as well as in matched funding level calculations.

Resulting in an appropriation needed of \$144,499.

Human Service Shortfalls were recognized in the Community Treatment Center due to the CBRF being

budgeted for eight clients, but only averaging five clients in 2014. In addition, Community Programs revenue was reduced by \$409,000 due to lower claimable costs for Wisconsin Medicaid programs and an additional \$157,000 for lower child care revenue. Additional costs of \$666,000 were recognized in the child protection units due to more children requiring out of home care, emergency services, and other family services. Additional costs were realized in the adult behavioral health unit of \$354,000 for high cost clients. A portion of Community

Programs shortfalls were offset by savings of \$539,000 in personnel costs.

Resulting in an appropriation needed of \$789,114 for CTC and \$1,329,308 for Community

Programs;

10c. Resolution re: Classification of the Account Clerk 1 position in the County Clerk Table of Organization was approved.

10d. Resolution re: To approve a consent to easement for a non-exclusive underground gas line easement between the Wisconsin Department of Natural Resources and Wisconsin Public Service was approved.

10e. Taken out of order.

10f. Resolution re: Change in Table of Organization for the Human Services Department Social Services Aide 1 was approved.

10g. Taken out of order.

10h. Resolution re: Change in Table of Organization for U.W. Extension Agriculture Student Assistant LTE was approved.

10i. Resolution re: Change in Table of Organization for the Land & Water Conservation Department (Agronomist Technician) was approved.

10j. Taken out of order.

10k. Ordinance to amend Section 3.09 Brown County Library Board was approved.

10L. Ordinance to amend Section 3.21 Brown County Neville Museum Governing Board was approved.

11. No Closed Session.

12. Such Other Matters Authorized by Law.

12a. Late Communication from Supervisor Zima re: Requesting the Human Resources Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reasons for turnover was referred to all standing comm.

13. Motion to adopt payment of the Bills over \$5,000 for the Period Ending March 31, 2015 was approved.

14. Closing Roll Call was taken. Twenty-six Supervisors were present: Sieber, De Wane, Nicholson, Hoyer, Gruszynski, Haefs, Erickson, Zima, Evans, Kaye, Buckley, Landwehr, Dantinne, La Violette, Katers, Kaster, Van Dyck, Jamir, Robinson, Clancy, Campbell, Moynihan, Blom, Schadewald, Lund and Fewell

15. At 11:15 p.m., a motion to adjourn to May 20, 2015, at 7 p.m., Legislative Room 203, 100 N Jefferson St., Green Bay WI, was approved.

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Certification, State of WI, County of Brown, I, Sandra L. Juno, do hereby certify that these are the summarized version of the minutes of the meeting of the Brown County Board of Supervisors held on April 15, 2015. These minutes in their entirety are available in the County Clerk's Office and on the County Webpage at www.co.brown.wi.us

/s/ Sandra L. Juno, Brown County Clerk.

EXECUTIVE

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600



PHONE (920) 448-4001 FAX (920) 448-4003

BROWN COUNTY EXECUTIVE

May 11, 2015

Members of the Brown County Board of Supervisors:

I respectfully submit for your confirmation on May 20, 2015, the appointments to the following:

Harbor Commission:

The reappointment of Ron Antonneau for a three (3) year term, expiring May 31, 2018 The reappointment of Henry Wallace for a three (3) year term, expiring May 31, 2018 The reappointment of Mike Vizer for a three (3) year term, expiring May 31, 2018

Human Services Board:

The reappointment of JoAnn Graschberger for a three (3) year term, expiring April 30, 2018

Housing Authority:

The reappointment of Thomas Diedrick for a five (5) year term, expiring April 30, 2020

Solid Waste Management Board:

The appointment of William Seleen for a three (3) year term, expiring November 30, 2018

Nicolet Federated Library Board:

The appointment of Ryan Kuehn for a three (3) year term, expiring December 31, 2018 The reappointment of Sandy Ryczkowski for a three (3) year term, expiring December 31, 2018 The reappointment of Julia Wallace for a three (3) year term, expiring December 31, 2018

Adjustment Board:

The appointment of Tom Perock for a three (3) year term, expiring June 20, 2018

Thank you for considering these appointments.

Sincerely,

Troy Streckenbach

Brown County Executive

6a-f



Phone (920) 448-4001 Fa

Fax (920) 448-4003



Brown County Executive Appointment Information Sheet

Ron Antonneau

Committee:

Harbor Commission

Date Appointed:

June 20, 2012

Term Expires:

May 31, 2015

Address:

3589 Nicolet Drive

Green Bay WI 54311

Preferred Mailing:

Phone:

468-6674

Current Employer:

Wisconsin Public Services

Current Position:

Employment History:

Former Administrative Aide State Senate

Integrys

Education Background:

University of Wisconsin Green Bay

Community Service:

United Way of Brown County

Family Violence Center

Red Cross

St. Peter and Paul Parish

Brown County Community Programs

Professional Trade Aff:

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Phone (920) 448-4001 Fax (920) 448-4003



Brown County Executive Appointment Information Sheet

Henry Wallace

Committee:

Harbor Commission

Date Appointed:

June 20, 2012

Term Expires:

May 31, 2015

Address:

1815 Beethoven Drive

Green Bay WI 54311

Preferred Mailing:

1815 Beethoven Drive

Phone:

920-469-1133

Current Employer:

Retired

Current Position:

Employment History:

NWTC Administrator - 33 years

Education Background:

UW Superior - Bachelor of Science

University of Minnesota - Masters of Science Various Universities - Graduate Coursework

Community Service:

St Bernards Parish Council

Downtown Green Bay

Lions Club

Allouez Village Board Member Dudley Birder Choral Member

Professional Trade Aff:

Retired Coast Guard Reserve

Marine Safety Duty and Port Security

American Association of Career & Technical Education

Military Officers Association of America

Coast Guard Combat Veterans

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Phone (920) 448-4001 Fax (920) 448-4003



Brown County Executive Appointment Information Sheet

Mike Vizer

Committee: Harbor Commission

Date Appointed:

Term Expires:

Address: 924 McDonald Street

Green Bay WI 54303

Preferred Mailing:

Phone: 920-676-8205

Current Employer: St. Marys Cement

Current Position: Terminal Manager, Facility Security Officer

Employment History: Combat Squad Leader- Marine Corps

Education Background:

Community Service: Assistant Coach- Youth Softball

Parent/teacher helper- Oconto Elementary

Professional Trade Aff: Veterans of Foreign Wars

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Phone (920) 448-4001 Fax (920) 448-4003



Brown County Executive Appointment Information Sheet

JoAnn A. Graschberger

Committee:

Human Services Board

Date Appointed:

April 17, 2012

Term Expires:

Address:

1230 13th Avenue

Green Bay WI 54304

Preferred Mailing:

1230 13th Avenue Green Bay, WI 54304

Phone:

(920)737-5016

Current Employer:

Unemployed

Current Position:

Employment History:

Banking Industry

Education Background:

UW Oshkosh - MBA UW Oshkosh - BA

Community Service:

Bellin Health - Advanced Care Department

American Heart Association

Grace Lutheran Church

Professional Trade Aff:

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Phone (920) 448-4001 Fax (920) 448-4003



Brown County Executive Appointment Information Sheet

Thomas Diedrick

Committee:

Housing Authority

Date Appointed:

November 16, 2011

Term Expires:

November 30, 2014

Address:

Options for Independent Living

555 Country Club Road Green Bay WI 54307

Preferred Mailing:

555 Country Club Road Green Bay, WI 54307

Phone:

434-8021

Current Employer:

Options for Independent Living

Current Position:

Executive Director

Employment History:

Options for Independent Living - 1994 to Present Curative Rehabilitation Center - 1980 to 1994

Education Background:

Marketing Degree - Fox Valley Technical College

Community Service:

Brown County Commission - Equal Opportunities in Housing

itania :

Wisconsin Coalition for Advocacy Board of Directors

Professional Trade Aff:

SENER C

Wisconsin Coalition of Independent Living



Brown County

305 E. Walnut Street P.O. Box 23600 Green Bay, WI 54305-3600

Phone (920) 448-4001 Fax (920) 448-4003



Brown County Executive Appointment Information Sheet

William Seleen

Committee:

Solid Waste Management Board

Date Appointed:

Term Expires:

Address:

319 N. Oneida Street

Green Bay WI 54303

Preferred Mailing:

Phone:

920-490-9154

Current Employer:

Greater Green Bay Habitat for Humanity - ReStore

Current Position:

Director

Employment History:

Greater Green Bay Habitat for Humanity 2008- Present

Various non-profits in Brown and LaCrosse Counties since 1976

Education Background:

Bachelor's in Humanism and Cultural Change

University of Wisconsin Green Bay

Community Service:

Habitat for Humanity

Professional Trade Aff:

Brown County Home Builders Association- Member

Green Bay Chamber of Commerce- Member

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Phone (920) 448-4001 Fax (920) 448-4003



Brown County Executive Appointment Information Sheet

Ryan Kuehn

Committee: Nicolet Federated Library Board

Date Appointed:

Term Expires:

15 Arr. .

Address: 1368 Cormier Road

Green Bay WI 54313

Preferred Mailing: ryan@kuehnprinting.com

Phone: 920-619-3473

Current Employer: Kuehn Printing, LLC.

Current Position: General Manager

Employment History: Kuehn Printing, LLC., General Manager 2007- Present

RockAuto LLC., Warehouse Supervisor 2006-2007

Education Background: Bachelors in Economics, University of Wisconsin Madison

Community Service: Wisconsin Alumni Association, Brown County Chapter- President

Woodlawn Cemetery Board Member, Vice President

in an expense

Olde Main Street Inc. - Bid Board Treasurer Olde Main Street Inc. - Board Member

Professional Trade Aff: National Print Owners Association Member

Wisconsin Alumni Association Member

be



Phone (920) 448-4001 Fax (920) 448-4003



Brown County Executive Appointment Information Sheet

Sandy Ryczkowski

Committee:

Nicolet Federated Library Board (08)

Date Appointed:

December 21,2011

Term Expires:

December 31, 2014

Address:

2480 Stonegate Drive

Green Bay WI 54313

Preferred Mailing:

Phone:

920-498-6829

Current Employer:

Northeast Wisconsin Technical College

Current Position:

Vice President - Human Resources

Employment History:

1993 to Present - NWTC - Various HR positions

Education Background:

Silver Lake College - Masters in Management & Organizational Behavior

Marquette University - Bachelors in Business Administration, Specialty Personnel

Management

issues -

Community Service:

Options for Independent Living Board Member

Family Childcare Resources of NEW

Golden Apple Awards SS Edward & Isidore Parish

Professional Trade Aff:

College & University Professional Association

Human Resources Society for Human Resource Management

be

Harry .



Phone (920) 448-4001 Fax (920) 448-4003



Brown County Executive Appointment Information Sheet

Julia Wallace

Committee:

Nicolet Federated Library Board

Date Appointed:

11/16/2011

Term Expires:

Address:

2875 Bay Settlement Road

Green bay WI 54311

Preferred Mailing:

2875 Bay Settlement Road Green Bay, WI 54311

Phone:

920-469-0939

Current Employer:

UW Green Bay

Current Position:

Provost & Vice Chancellor Academic Affairs

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Employment History:

Provost Central Michigan University 2007-2009, Dean University of Northern Iowa

2000-2007,

Education Background:

BA psychology SUNY Oswego, PH.d. Suny Binghamton, MS Preventive Helath,

University of Iowa

Community Service:

Black Hawk County AAA board, Cedar Falls Library Development committee,

Scholarship Inc

Professional Trade Aff:

AACU, AASCU

•



Phone (920) 448-4001 Fax (920) 448-4003



Brown County Executive Appointment Information Sheet

Thomas Perock

Committee:

Adjustment Board

Date Appointed:

Term Expires:

Address:

1521 Sand Acres Dr.

De Pere WI 54115

Preferred Mailing:

tom@alliancebuilds.com

Phone:

920-362-0102

Current Employer:

Emrow Farms

Current Position:

Owner

Employment History:

Self employed since 1976

Education Background:

Some college

Community Service:

Lawrence Town Chairman - 10 Years

Professional Trade Aff:

Brown County Home Builders

Fox Valley Home Builders

Oranic Crop Improvement Association

TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION APPROVING BUDGET ADJUSTMENTS TO VARIOUS DEPARTMENT BUDGETS

WHEREAS, within the past 30 days departments have submitted the following adjustments to their departmental budgets that, per Wisconsin State Statutes, require approval by a 2/3 vote of the full County Board:

- Family Care will begin on July 1, 2015 after a delay of 4 months. This budget adjustment is necessary to have the waiver programs operate an additional 4 months in 2015. Total purchased services \$16,970,233; total revenue \$17,993,857; and a total salary of \$1,023,624.

 Amount: \$17,993,857
- Human Budget adjustment for the 2015 TAD Grant awarded in 2015. This grant was not known at the time budgeting was done for 2015. The grant totals \$205,981 for reimbursable expenses and match expenses combined. The Judges' and DA's time will be considered match expenses for the grant.

 Amount: \$133,897
- UW Ext/Brown County's Community Garden program has been awarded a federal grant to be passed through UW Extension East Metro Region. UW Extension has an opportunity to expand its land base for Community Gardens due to a donation of land owned by Encompass Early Education and Care Inc. This property is located in the Imperial Lane neighborhood which is a diverse low income area on Green Bay's east side. The community garden will strengthen community bonds, while also increasing area health. It will further empower participants through mentorship opportunities, once-a-week open community garden nights, and educational offerings. The program also plans to hold a summer gardening program for neighborhood youth, to encourage healthy lifelong habits.

 Amount: \$6,360
- UW Ext/Brown County's Agriculture program has been awarded a federal grant to be passed through UW Extension East Metro Region for Agriculture literacy and Workforce Development: Exploring Careers in Agriculture. This project centers on agricultural literacy with an emphasis on workforce development. A student intern will be hired to explore agricultural careers, gain agricultural career experience, and create resource tools including a career resource booklet, road maps to help individuals along the path to their desired career, and a website to post resources and videos.

 Amount: \$7,350
- This request is to increase overtime and fringe benefits to reflect participation in a multi-jurisdictional OWI grant from the Wis. DOT BOTS Office. This grant is administered by the Green Bay Police Dept and runs through Sept 2015. Increased expenses are offset by grant revenue. This is an annual grant program that has been provided to the City and other jurisdictions in prior years. However, it was not included in the 2015 budget because the amount had not been determined when the budget was created. This adjustment is for only the calendar year 2015 portion estimated to be \$23,000.

 Amount: \$23,000
- This request is to increase overtime and fringe benefits to reflect participation in a Wis DOT BOTS Alcohol enforcement grant. This grant runs June 1 August 31, 2015 only. Increased expenses are offset by grant revenue. This grant was not included in the 2015 budget because it had not been determined if it would be funded until recently.

 Amount: \$19,850

10a

15-33 **PSafety** This budget adjustment increases revenues and expenses for participation in a 2015 training grant passed through the Wisconsin Emergency Management for NTOA SWAT Team Leader Development. The grant funds the cost of attending a national conference. There is no match requirement and no cost to the County.

Amount: \$1.500

15-35

The new Adventure Center building will be complete June 1, 2015 and we would like the ability to sell water, Ed&Rec soda and other sports drinks out of the building, as well as prepackaged foods. This will require an increase of \$1,000 in vending expenses to purchase the products with an anticipated increase of \$1,000 in vending revenue. Amount: \$1,000

and,

WHEREAS, these budget adjustments are necessary to ensure activities are appropriated and accounted for properly.

NOW, THEREFORE, BE IT RESOLVED, that the Brown County Board of Supervisors hereby approves the above listed budget adjustments.

Fiscal Note: The fiscal impact is as described in each individual budget adjustment listed above.

Respectfully submitted,

EDUCATION & RECREATION COMMITTEE

HUMAN SERVICES COMMITTEE

PLANNING, DEVELOPMENT & TRANSPORTATION COMMITTEE

PUBLIC SAFETY COMMITTEE

Approved By:	
TROY STRECKENBACH, COUNTY EXECUTIVE	
Date Signed:	
Authored by Administration	

2015 BUDGET ADJUSTMENT REQUEST

15-20

Catego	<u>ory</u>						Approval Level
□ 1	Reallocation from one account to another in the same level of appropriation						Dept Head
□ 2	Reallocation due to a technical correction that could include: • Reallocation to another account strictly for tracking or accounting purposes • Allocation of budgeted prior year grant not completed in the prior year						Director of Admin
□ 3			item within the Outles from another leve		ch does not require t n	he	County Exec
□ 4			opriation from an o nance change, etc.		en by the County Bo	ard	County Exec
□ 5		between		propriation (b	ally appropriated ased on lesser o		Admin Committee
□5		eallocation of the levels of a		the funds origina	al appropriated betwe	een any	Oversight Comm 2/3 County Board
□6	Real	ocation betwe	en two or more dep	partments, regar	dless of amount		Oversight Comm 2/3 County Board
⊠ 7	Апу і	ncrease in exp	enses with an offs	etting increase i	n revenue		Oversight Comm 2/3 County Board
□ 8	Any a	allocation from	a department's fur	nd balance			Oversight Comm 2/3 County Board
<u> </u>	Алу а	allocation from	the County's Gene	eral Fund			Oversight Comm Admin Committee 2/3 County Board
Justifi	catio	n for Budget (Change:				····
has be the wa	en de iver p	layed for 4 mo rograms opera	inths. It will begin o ite another 4 month	n July 1, 2015. ' ns in 2015. Tota	n 1, 2015 start date f These adjustments a I purchased services 93,857 Accounts	ere necessan \$16,970,233	y in order to have 3, total revenue
Increa	se l	Decrease	Accou	nt#	Account 7	Γitle	Amount
\boxtimes			201.076.160.162.		Purchased Service Options Program	s Community	319603,50
\boxtimes			201.076.160.162.	7000.ELD	Purchased Services	Eldedy Levy	1068,00
\boxtimes			201.076.160.162.	7000.NHR	Purchased Service Nursing Home Relo		- 184596.00
\boxtimes			201.076.160.162.	7000.CIPII	Purchased Services Match	s CIP II State	11
16	NCO	malure of Departs	LOND nent Head	AUTHORIZAT	TIONS	burge of DOA pr	Executive 15
Depart	ment: Date:		Sonces.	-	Date _	2/19/1	

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2015 Budget Adjustment Request - Human Services, Family Care Page 2 of 3: List of Accounts

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\boxtimes		201.076.160.162.7000.COPMA	Purchased Services COP-Waiver	1306768.00
\boxtimes	Ш	201.076,160,162.7000.CIPIIDIV	Purchased Services CIP II Diversion State Match	328924.00
\boxtimes		201.076,160,162.7000.CIPIIFCT	Purchased Services COP-W/CIPII Family Care Transfer	2472.00
\boxtimes		201,076,160,162,7000.CIPIIMFP	Purchased Services CIP II-MFP	49444.00
\boxtimes		201.076.160.162.7000.PHY	Purchased Services PHY.DIS Levy	13184.00
\boxtimes		201.076.160.163.7000.CIP1A	Purchased Services CIP1A-State Maich	1408412.00
\boxtimes		201.076.160,163,7000,CIP1B	Purchased Services CIP1B Regular- State Match	5752196.00
\boxtimes		201,076.160.163.7000.CIPIBFCT	Purchased Services CIP1B Family Care Transfer	123384.00
\boxtimes		201.076_160,163.7000.1BICFMR	Purchased Services CIP1B ICFMR Relocation State Match	3032084.00
\boxtimes		201,076,160,163,7000.CIP1BTR	Purchased Services CIP1B Transportation Match	2944.00
\boxtimes		201,076,160,163,7000.CIP1BCOP	Purchased Services CIP1B COP Match	64388.00
\boxtimes		201.076.160.163,7000.CIPIBIMD	Purchased Services CIP1B IMD Malch	20916.00
\boxtimes		201.076,160.163,7000.DD	Purchased Services Developmentally Disabled	37046.00
\boxtimes		201,076,160,166,7000.PC	Purchased Services Personal Care	1950523 25
\boxtimes		201,076,160,162,4302,0338	State Grant and aid revenue COP-W GPR	626128.00
\boxtimes		201.076.160.162.4302.0339	State grant and aid revenue COP-W Federal	947112.00
\boxtimes		201.076,160.162.4302,0348	State grant and aid revenue CIPII GPR	1123212.00
\boxtimes		201.076.160.162.4302.0349	State grant and aid revenue CIPII Federal	1654668.00
\boxtimes		201.076,160.162,4302.0367	State Grant and aid revenue COP	294744.00
\boxtimes		201.076.160.162.4302.0369	State grant and aid revenue CRI GPR	98144.00
\boxtimes		201.076.160.162.4302.0370	State grant and aid revenue CRI federal	141932.00
\boxtimes		201.076.160.162.4302.0375	State grant and aid revenue CIPII Diversion GPR	168464.00
\boxtimes		201.076.160.162.4302.0376	State Grant and aid revenue CIPII Diversion Federal	243632.00
\boxtimes		201.076.160.162.4302.0392	State grant and aid revenue COP- W/CIPII Fam Care Trans GPR	1276.00
\boxtimes		201.076.160.162,4302.0393	State grant and aid revenue COP- W/CIPII Fam Care Trans federal	1848.00
\boxtimes		201.076 160.162.4302.0478	State grant and aid revenue CIPII MFP nonFed	12992.00
\boxtimes		201.076.160.162.4302.0479	State Grant and aid revenue CIPII MFP Federal	51964.00
\boxtimes		201.076.160.162.4700.02518	Intergovt charges MA case management-Soc Services	668.00
\boxtimes		201.076.160.163.4302.0407	State grant and aid revenue CIP1B ICFMR GPR	1309772.00

Areg.

2015 Budget Adjustment Request – Human Services, Family Care Page 3 of 3: List of Accounts

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\boxtimes	201.076.160.163.4302.0408	State grant and aid revenue CIP1B ICFMR Fed	2025732,00
\boxtimes	201.076.160,163 4302.0410	State Grant and aid revenue CIP1B FC Transition GPR	57304.00
\boxtimes	201.076.160.162.4700.02519	Intergovt charges COP case manage for MA elig clients	668 00
\boxtimes	201,076 160,163 4302 0411	State grant and aid revenue CIP1B FC Transition Fed	82872 00
\boxtimes	201.076.160.163,4302.0563	State grant and aid revenue CIP1B Federal	4457488.50
\boxtimes	201.076 160.163,4302,0564	State Grant and aid revenue CIP1B GPR	943420.50
\boxtimes	201.076.160.162.4700.02520	Intergovt charges COP case manage for MA elig clients	1332.00
\boxtimes	201.076.160.163.4302,0580	State grant and aid revenue CIP1A GPR	623547,00
\boxtimes	201.076.160.163.4302.0581	State grant and aid revenue CiP1A Federal	1028956 50
\boxtimes	201.076.160.166.4700 02521	Intergovi charges Personal care assessments	2095980 00
\boxtimes	201.076.160.162.5100 998	Regular Earnings budget only	350913,75
\boxtimes	201.076.160.162.5198	Fringe benefits budget only	123915.00
\boxtimes	201.076.160.163.5100.998	Regular earnings budget only	343130 00
\boxtimes	201.076.160.163.5198	Fringe benefits budget only	138600.00
\boxtimes	201,076.160,166 5100,998	Regular Earnings budget only	54745.00
\boxtimes	201.076.160.166 5198	Fringe benefits budget only	12320 00

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2015 BUDGET ADJUSTMENT REQUEST

15-21

Catego	ory			Approval Level			
□ 1	Reallocation from o	one account to another in the same	level of appropriation	Dept Head			
□ 2	2 Reallocation due to a technical correction that could include: • Reallocation to another account strictly for tracking or accounting purposes • Allocation of budgeted prior year grant not completed in the prior year						
	3 Any change in any item within the Outlay account which does not require the reallocation of funds from another level of appropriation						
		propriation from an official action to dinance change, etc.)	aken by the County Board	County Exec			
□ 5	a) Reallocation of levels of approximately	f <u>up to 10%</u> of the originally appropriation (based on lesser of origin	priated funds between any ally appropriated amounts)	Admin Committee			
□ 5	b) Reallocation of the levels of	f <u>more than 10%</u> of the funds original fappropriation.	inal appropriated between any	Oversight Comm 2/3 County Board			
□ 6	Reallocation betw	een two or more departments, reg	ardless of amount	Oversight Comm 2/3 County Board			
፟ 7	Any increase in ex	openses with an offsetting increase	e in revenue	Oversight Comm 2/3 Gounty Board			
□ 8	Any allocation from	m a department's fund balance		Oversight Comm 2/3 County Board			
<u> </u>	Any allocation from	m the County's General Fund		Oversight Comm Admin Committee 2/3 County Board			
Justific	ation for Budget	Change:					
2015.	The grant totals \$2	ant awarded for 2015. This grant 205,981 for reimbursable expense red match expenses for the grant.	was not known at the time budgeti s and match expenses combined.	ng was done for The Judges and			
			A	mount: \$133.897			
Increas	se Decrease	Account #	Account Title	Amount			
\boxtimes		201.076.170.175.4301.TADG	Federal Grant Revenue - TA Grant				
\boxtimes		201.076.170.175.7000.Coun	Purchased Services, Counseling		lete		
		201.076.170.175.5340.TADG	Travel - TAD Grant	3,245	EB 3/31/		
\boxtimes		201.076.170.175.5300.TADG	Supplies - TAD Grant	9,997			
\boxtimes		201.076.170.175.7000.TADG	Purchased Services - TAD Gran	50,000			
1)	AUTHORIZATIONS Signature of DoA of Executive						
Departn	\mathcal{O}_{1}	n Senices.	Date: 3 4	1,1,5			
1	Date: 3 3	7-15	7-1/	1/1			

Revised 4/1/14

BUDGET ADJUSTMENT REQUEST

15-28

Catego	<u>ory</u>			Approval Level
□ 1	Reallocation from one accoun	t to another in the same level o	of appropriation	Dept Head
□ 2	 Reallocation to another account strictly for tracking or accounting purposes Allocation of budgeted prior year grant not completed in the prior year 			Director of Admin
□ 3	Any change in any item withi reallocation of funds from an		loes not require the	County Exec
□ 4	4 Any change in appropriation from an official action taken by the County Board (i.e. resolution, ordinance change, etc.)			County Exec
□ 5	Reallocation of <u>up to 10%</u> levels of appropriation (bg.)	$\frac{6}{2}$ of the originally appropriate ased on lesser of originally a		Admin Committee
□ 5	b) Reallocation of more that of the levels of appropria		ppropriated between any	Oversight Comm 2/3 County Board
□ 6	Reallocation between two or	more departments, regardles	ss of amount	Oversight Comm 2/3 County Board
⊠ 7	Any increase in expenses wi	th an offsetting increase in re	evenue	Oversight Comm. 2/3 County Board
8 🗍	Any allocation from a depart	ment's fund balance		Oversight Comm 2/3 County Board
9	Any allocation from the Cour	nty's General Fund		Oversight Comm Admin Committee 2/3 County Board
UW Ex Extensi donation neighboronmu once-a-	cation for Budget Change: tension Brown County's Commiton East Metro Region. UW Extension of land owned by Encompass or hood which is a diverse low intribute bonds, while also increasing week open community garden in for neighborhood youth, to encounter the state of the state o	ension has an opportunity to ex Early Education and Care Inc. come area on Green Bay's east g area health. It will further emp ights, and educational offerings	pand its land base for Commun This property is located in the side. The community garden wower participants through mer The program also plans to ho	nity Gardens due to a Imperial Lane will strengthen ntorship opportunities,
Incr	ease Decrease	Account #	Account Title	Amount
(2		100.083.001.5100	Regular Earnings	4,650
		100.083.001.5300	Supplies	1,710
	☑ □	100.083.001.4301	Federal Grant Revenue	/// 6,360
		AUTHORIZATION	is 1	4004/11
	Medy Knuden		1 XX	
_	Signation of Bepartment Head		V M	or Executive
Depart	ment: UW Extension		Date:	112
	Date: 4/13/2015		i,	W.,

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15-29

Approval Level

BUDGET ADJUSTMENT REQUEST

Category

، لسا	Reallocation from c	one account to another in the sa	ame level of appropriation	Dept Head	
□ 2	Reallocation due Reallocation t Allocation of l	Director of Admin			
□ 3		ritem within the Outlay accouds from another level of appro	unt which does not require the opriation	County Exec	
□ 4	Any change in app (i.e. resolution, ord	County Exec			
□ 5	a) Reallocation o levels of appro	f <u>up to 10%</u> of the originally a priation (based on lesser of c	appropriated funds between any originally appropriated amounts)	Admin Committee	
□ 5	b) Reallocation o of the levels of	f <u>more than 10%</u> of the funds f appropriation.	s original appropriated between any	Oversight Comm 2/3 County Board	
□6	Reallocation between	een two or more departments	s, regardless of amount	Oversight Comm 2/3 County Board	
⊠ 7	Any increase in ex	openses with an offsetting inc	rease in revenue	Oversight Comm 2/3 County Board	
8 🗌	Any allocation from	m a department's fund baland	e	Oversight Comm 2/3 County Board	
9	Any allocation from	m the County's General Fund	I	Oversight Comm Admin Committee 2/3 County Board	
UW Ex	etro Region for Agric	ity's Agriculture program has be culture Literacy and Workforce	een awarded a federal grant to be passed the Development: Exploring Careers in Agrice development. A student intern will be	culture. This project	
centers agricul	tural careers, gain ag	ricultural career experience, and	d create resource tools including a career reer, and a website to post resources and vices.	esource booklet, road	
centers agricul maps to	tural careers, gain ag o help individuals ald	ricultural career experience, and	d create resource tools including a career r	esource booklet, road	
centers agricul maps to	tural careers, gain ag o help individuals ald	ricultural career experience, and ong the path to their desired care Account #	d create resource tools including a career reer, and a website to post resources and vice. Account Title	deos. \$7,350 Amount	
centers agricul maps to	tural careers, gain ag o help individuals ald	ricultural career experience, and ong the path to their desired care Account # 100.083.001.5100	d create resource tools including a career reer, and a website to post resources and vice. Account Title Regular Earnings	esource booklet, road deos. \$7,350	
eenters agriculi maps to	tural careers, gain ag o help individuals ald	Account # 100.083.001.5340	d create resource tools including a career reer, and a website to post resources and vice. Account Title Regular Earnings Travel	Amount 5,000 350	
eenters agriculi maps to	tural careers, gain ag o help individuals ald	Account # 100.083.001.5340 100.083.001.5601.400	d create resource tools including a career reer, and a website to post resources and vice. Account Title Regular Earnings	esource booklet, road deos. \$7,350 Amount 5,000	
eenters agriculi maps to	tural careers, gain ag o help individuals ald	Account # 100.083.001.5340	Account Title Regular Earnings Travel Intra-County Copy Center	Amount 5,000 350 1,700 300	عد
Increa	se Decrease	Account # 100.083.001.5100 100.083.001.5601.400 100.083.001.5700 100.083.001.4301 AUTHO	Account Title Regular Earnings Travel Intra-County Copy Center Contracted Services Federal Grant Revenue ORIZATIONS Signature of DOR	Amount 5,000 350 1,700 300 7,350	+ HLADE
Increa	tural careers, gain ago help individuals alo	Account # 100.083.001.5100 100.083.001.5601.400 100.083.001.5700 100.083.001.4301 AUTHO	Account Title Regular Earnings Travel Intra-County Copy Center Contracted Services Federal Grant Revenue	Amount 5,000 350 1,700 300 7,350	4/14/16

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18:00 · .

Revised 4/1/14

BUDGET ADJUSTMENT REQUEST

15-31

Categ	ory			Approval Level
□ 1	Reallocation from o	one account to another in the sa	rme level of appropriation	Dept Head
□ 2	 Reallocation 	to a technical correction that of to another account strictly for the budgeted prior year grant not of	tracking or accounting purposes	Director of Admin
□ 3		ritem within the Outlay accour ds from another level of appro		County Exec
□ 4		propriation from an official actional actional actions of the contract of the	on taken by the County Board	County Exec
□ 5			opropriated funds between any riginally appropriated amounts)	Admin Committee
□ 5		f <u>more than 10%</u> of the funds appropriation.	original appropriated between any	Oversight Comm 2/3 County Board
□ 6	Reallocation between	een two or more departments,	regardless of amount	Oversight Comm 2/3 County Board
⊠ 7	Any increase in ex	penses with an offsetting incr	ease in revenue	Oversight Comm 2/3 County Board
□ 8	Any allocation from	n a department's fund balance	3	Oversight Comm 2/3 County Board
9	Any allocation from	n the County's General Fund		Oversight Comm Admin Committee 2/3 County Board
Justifi	cation for Budget	Change:		
from th	ne Wis. DOT BOTS		to reflect participation in a multi-juitered by the Green Bay Police Dep venue.	
Howev	er, it was not inclu	ded in the 2015 budget becau	to the City and other jurisdictions se the amount had not been detern rear 2015 portion – est. to be \$23,0	nined when the budget
	-	•	ses of \$23,000. No tax levy effect.	
Increa	se Decrease	Account #	Account Title	Amount 7 A
		100.074.070.4301	Federal grants	\$23,000
	H	100.074.070.4301	Premium overtime	\$19,550
	H	100.074.070.5110.100	Fringe benefits – FICA	\$3,450
		4	· · · · · · · · · · · · · · · · · · ·	2.
A	Ve de L	AUTHO	RIZATIONS	All
(4	Signature of Depar	tment Had	Signature 61 DO	Of or Executive
Depart	ment: SAKAY	et	Date:	21/15
	Date: AHITI	18 4000 0		demon .

15-32

BUDGET ADJUSTMENT REQUEST

Categ	ory			Approval Level			
□ 1	Reallocation from o	ne account to another in the sa	ame level of appropriation	Dept Head			
_ 2	 Reallocation t 	o a technical correction that on a nother account strictly for budgeted prior year grant not	tracking or accounting purposes	Director of Admin			
□ 3		item within the Outlay accou is from another level of appro	nt which does not require the opriation	County Exec			
□ 4		ropriation from an official acti inance change, etc.)	on taken by the County Board	County Exec			
□ 5			ppropriated funds between any riginally appropriated amounts)	Admin Committee			
□ 5	b) Reallocation of of the levels of		original appropriated between any	Oversight Comm 2/3 County Board			
□ 6	Reallocation between	en two or more departments	, regardless of amount	Oversight Comm 2/3 County Board			
⊠ 7	7 Any increase in expenses with an offsetting increase in revenue Oversight Come 2/3 County Boar						
□ 8	Any allocation from	Oversight Comm 2/3 County Board					
	Any allocation from	the County's General Fund		Oversight Comm Admin Committee 2/3 County Board			
This re enforce revenu funded	quest is to increase ement grant This e e. This grant was r until recently.	overtime and fringe benefits grant runs June 1 – Aug 31, 2 not included in the 2015 budg	to reflect participation in a Wis. DOT 2015 only. Increased expenses are only because it had not been determinents as of \$19,850. No tax levy effect.	ffset by grant			
Increa	se Decrease	Account #	Account Title	Amount M			
\boxtimes		100.074.070.4301	Federal grants	\$19,850			
\boxtimes		100.074.070.5103.000	Premium overtime	\$16,870			
	H	100.074.070.5110.100	Fringe benefits – FICA	\$2,980			
Ш		· //		[[]]			
>	Aly Rola	refleer	RIZATIONS	HAT			
D	Weighafture of Departs	ment Hefad	Signature of DOA	or Executive			
Depart	Date: OH 17	1.7	Date: 4	113			

BUDGET ADJUSTMENT REQUEST

Categ	ory	Approval Level
□ 1	Reallocation from one account to another in the same level of appropriation	Dept Head
_ 2	Reallocation due to a technical correction that could include: Reallocation to another account strictly for tracking or accounting purposes Allocation of budgeted prior year grant not completed in the prior year	Director of Admin
□ 3	Any change in any item within the Outlay account which does not require the reallocation of funds from another level of appropriation	County Exec
□ 4	Any change in appropriation from an official action taken by the County Board (i.e. resolution, ordinance change, etc.)	County Exec
<u> </u>	 Reallocation of <u>up to 10%</u> of the originally appropriated funds between any levels of appropriation (based on lesser of originally appropriated amounts) 	Admin Committee
□ 5	b) Reallocation of <u>more than 10%</u> of the funds original appropriated between any of the levels of appropriation.	Oversight Comm 2/3 County Board
□ 6	Reallocation between two or more departments, regardless of amount	Oversight Comm 2/3 County Board
⊠ 7	Any increase in expenses with an offsetting increase in revenue	Oversight Comm 2/3 County Board
□ 8	Any allocation from a department's fund balance	Oversight Comm 2/3 County Board
□ 9	Any allocation from the County's General Fund cation for Budget Change:	Oversight Comm Admin Committee 2/3 County Board
throug the co	adget adjustment increases revenues and expenses for participation in a 2015 training in the Wisconsin Emergency Management for NTOA SWAT Team Leader Development of attending a national conference. There is no match requirement and no cost to the second of the second	nt. The grant funds e county. No levy impact
Increa	se Decrease Account # Account Title	Amount
	100.074.074.5340 Travel and training	1,500
\boxtimes	100.074.074.4301 Federal grants	1,500
	1 L ///	111_
X	AUTHORIZATIONS Authorizations Authorizations Authorizations	br Executive
Dopati	ment: SHERIFF Date: 4/2///	5
11/10/11	Date: NUN II	

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15-35

Approval Level

Dept Head Director of Admin

BUDGET ADJUSTMENT REQUEST

1 Reallocation from one account to another in the same level of appropriation

2 Reallocation due to a technical correction that could include:

Category

Departr	Signature of Department:	rtment Head	Date:	A or Executive	
	1/1/	AUTHO	DRIZATIONS /	A 20	"(
		643.057.001.4601.004	Vending Sales Revenue	\$1,000	4/32/19
Increas	se Decrease	Account # 643.057.001.5315	Account Title Vending Expenses	Amount \$1,000	
soda a \$1,000	nd other sports dr in vending expen	inks out of the building, as we	une 1, 2015 and we would like the abi ell as prepackaged foods. This will requirchase the products with an anticipate	uire an increase of	
Justifi	cation for Budge	t Change:		, , , , , , , , , , , , , , , , , , , ,	
9	Any allocation fro	m the County's General Fund		Oversight Comm Admin Committee 2/3 County Board	
8 🗌	Any allocation fro	m a department's fund baland	ce	Oversight Comm 2/3 County Board	
⊠ 7	Any increase in e	expenses with an offsetting inc	rease in revenue	Oversight Comm 2/3 County Board	
□ 6	Reallocation betv	veen two or more departments	s, regardless of amount	Oversight Comm 2/3 County Board	
□ 5		of <u>more than 10%</u> of the funds of appropriation.	original appropriated between any	Oversight Comm 2/3 County Board	
□ 5	Reallocation levels of approximately	of <u>up to 10%</u> of the originally a opriation (based on lesser of o	appropriated funds between any originally appropriated amounts)	Admin Committee	
□ 4		ppropriation from an official acridinance change, etc.)	tion taken by the County Board	County Exec	
□ 3		ny item within the Outlay accounts from another level of appr	unt which does not require the opriation	County Exec	
		to another account strictly for budgeted prior year grant not	tracking or accounting purposes completed in the prior year		

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION SUPPORTING THE PROTECTIVE STATUS OF COUNTY CORRECTION OFFICERS FOR WRS PURPOSES

WHEREAS, the Brown County Board of Supervisors unanimously passed a resolution supporting a proposed change to Wisconsin Statutes Chapter 40, allowing counties to make the determination as to protective occupation status for their county jailers, detention officers and corrections officers, without finding them as active law enforcement and without granting them full bargaining rights under Wis. Stat. §111.70, keeping within the intent of the implementation of Act 10 on January 15, 2014; and,

WHEREAS, changing Wisconsin Statutes Chapter 40 would enable the Brown County Board to vote on allowing Correctional Officers Protective Status for the purposes of Wisconsin Retirement System ("WRS") so they can retire at age 52 versus 57; and,

WHEREAS, Senator Hansen and Assemblymen Bies introduced Senate Bill 663, and Assembly Bill 669 in the 2013-2014 Legislative session which would enable counties the opportunity to vote on allowing Correctional Officers Protected status; and,

WHEREAS, no committee hearing or committee vote was allowed on the proposal in the 2013-2014 Legislative session; and

WHEREAS, the new 2015-2016 Legislative Session has started and State Assemblyman Mark Born drafted a similar bill to SB663 and AB669; and

WHEREAS, the Brown County Board believes the intent of the original bill matches the wishes of the Brown County Board's resolution;

NOW, THEREFORE, BE IT RESOLVED, that the Brown County Board of Supervisors

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support the original 2013-2014 legislative version, and requests its Brown County Legislative Delegation and Author to do everything possible to bring the bill forward to the floor for a vote.

BE IT FURTHER RESOLVED, that the Brown County Board of Supervisors requests the Brown County Legislative delegation to draft and send a joint letter in support of the bill requesting their respective leadership to bring the proposed bill to the floor for a vote.

BE IT FURTHER RESOLVED, that the Brown County Board of Supervisors requests that the final version of the bill match the intent of this resolution.

BE IT FURTHER RESOLVED, that a copy of this Resolution be sent to Brown County's State Representatives, the Wisconsin Counties Association and the Sheriffs Association.

Respectfully submitted,

BROWN COUNTY BOARD OF SUPERVISORS

Approved By:	
TROY STRECKENBACH, COUNTY EXECUTIVE	
Date Signed:	
Approved as to form by Corporation Counsel.	

Fiscal Impact: This resolution does not require an appropriation from the General Fund.



BOARD OF SUPERVISORS ROLL CALL	#
Motion made by Supervisor	
Seconded by Supervisor	

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1				
DE WANE	2				
NICHOLSON	3				
HOYER	4				
GRUSZYNSKI	5				
HAEFS	6				
ERICKSON	7				
ZIMA	8				
EVANS	9				
KAYE	10				
BUCKLEY	11				
LANDWEHR	12				
DANTINNE, JR	13				

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
LA VIOLETTE	14				
KATERS	15				
KASTER	16				
VAN DYCK	17				
JAMIR	18				
ROBINSON	19				
CLANCY	20				
CAMPBELL.	21				
MOYNIHAN, JR.	22				
BLOM	23				
SCHADEWALD	24				
LUND	25				
FEWELL	26				

Total Votes Cast			
Motion:	Adopted	Defeated	Tabled

DEPARTMENT OF ADMINISTRATION

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600

PHONE (920) 448-4037 FAX (920) 448-4036 WEB: www.co.brown.wi.us

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE:	April 20, 2015					
REQUEST TO:	County Board of Supervisors					
MEETING DATE:	May 20, 2015					
REQUEST FROM:	Public Safety Committee					
REQUEST TYPE:	☑ New resolution☐ New ordinance☐ Revision to resolution☐ Revision to ordinance					
TITLE: Protective	Status for County Correction Officers for WRS Purposes					
ISSUE/BACKGROUN Request for County Board	ID INFORMATION: d of Supervisors to support Protected Status for Correctional Officers.					
	D: Board of Supervisors request the Brown County Legislative delegation to draft and send a joint eted Status for Correctional Officers and request WI leadership to bring a proposed bill to the					
FISCAL IMPACT: NOTE: This fiscal impact 1. Is there a fiscal in	t portion is initially completed by requestor, but verified by the DOA and updated if necessary. npact? □ Yes ☒ No					
a. If yes, what is	s the amount of the impact? \$					
b. If part of a big	gger project, what is the total amount of the project?					
c. Is it currently	/ budgeted? □ Yes □ No					
1. If yes, in	which account?					
2. If no, ho	w will the impact be funded?					
⊠ COPY OF RESOL	UTION OR ORDINANCE IS ATTACHED					

Giannunzio, Therese G.

From:

Gottfried, Sue M.

Sent:

Tuesday, April 21, 2015 2:25 PM

To:

Linssen, Trisha A.; Weininger, Chad J.; Streckenbach, Troy J.; Loehlein, Alicia A.;

Giannunzio, Therese G.; Gossage, John R.; Delain, Todd J.; Ruenzel, Juliana M.; Schmit,

Justin W.

Subject: Attachments: Resolution Supporting Prot. Status of Co. Correct. Officers for WRS Purposes resolution_submission_form for Protected Status.docx; BC Protective Status

Support.docx

Subject:

Approved Resolution entitled:

RESOLUTION SUPPORTING THE PROTECTIVE STATUS OF COUNTY CORRECTION OFFICERS FOR WRS PURPOSES

Hello,

Attached please find the above resolution which has been approved as to form by Corporation Counsel.

I am copying the County Board office on this e-mail so that the resolution is placed on the next full County Board agenda for final approval.

Please have a representative attend these meetings in case any questions arise.

Thank you.

Sue

Sue Gottfried, Admin. Asst. Brown Co. Corporation Counsel Office 305 E. Walnut St., Suite 680 Green Bay, WI 54305-3600

Phone: (920) 448-4006 Fax: (920) 448-4003

Email: gottfried_sm@co.brown.wi.us



TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION REQUESTING APPROVAL FOR BROWN COUNTY TO ACCEPT DONATIONS RELATING TO THE "DISCOVER BROWN COUNTY: SUMMER PASSPORT 2015" PROGRAM

WHEREAS, during the months of June, July and August 2015, the Brown County Executive Office will be launching Discover Brown County: Summer Passport 2015, a program aimed at encouraging Brown County residents to get active this summer through utilization of the many resources that Brown County ("County") has to offer ("Program"); and

WHEREAS, Brown County residents who participate in said Program will be provided with free passports that are filled with a variety of activities offered to the public through the Brown County Golf Course, Brown County Library, Brown County Parks Department, Brown County UW-Extension Office, Neville Public Museum and the New Zoo, including its Adventure Park opening on May 18, 2015; and

WHEREAS, as participants of the Program complete the activities listed on their free passports, they will be given a passport stamp from the aforementioned location that correlates therewith, which will, in turn, qualify them for monthly prizes, an incentive designed to benefit the public by encouraging them to get out, get active and challenge their minds; and

WHEREAS, to get the word out in advance of the Program's launch date, the attached document was sent to local businesses throughout the County informing them of the same and providing them with an opportunity to further support the Program through monetary donations or advertising assistance; and

10c

WHEREAS, in response thereto and in furtherance of the public benefit associated therewith, businesses have already begun sending monetary donations to the County, in support of the Program, gratuitously and absent any legal obligation to, or exchange of consideration for, the same ("Donations"); and

WHEREAS, these Donations, as well any additional Donations that may be submitted in regards hereto, will benefit the County; specifically, its residents because it will assist in encouraging awareness of and participation in the County's recreational resources, as well as benefit the public welfare by promoting exercise, learning and socialization throughout the community; and

WHEREAS, per Wis. Stat., § 59.52(19), the Brown County Board of Supervisors is authorized to accept donations, gifts or grants for any public governmental purpose within the powers of the County, and thus, has the authority to accept the pending Donations, as well as any Donations in support of the Program that are submitted subsequent hereto.

NOW, THEREFORE, BE IT RESOLVED, that the Brown County Board of Supervisors, in accordance with Wis. Stat., § 59.52, hereby authorizes the County to accept any and all Donations that are submitted in support of the Program, so long as used in furtherance of the public benefit associated therewith.

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Brown County Board of Supervisors, in accordance with Chapter 59 of the Wisconsin Statutes, authorizes the County Executive's Office or a capable delegate thereof, to accept said Donations on behalf of the County and to distribute them accordingly.

Respectfully submitted,

ADMINISTRATION COMMITTEE

Approved I	Зу:										
Troy Streck											
Date Signe	d:										
Authored E	By: Cor	poratio	on Cou	nsel							
Final Draft	Approv	ved as	to forn	n by Corj	poration Co	ounsel					
Fiscal Note allows the C						opriation from the	e Gener	al Fur	d. This	resolutio	n
			ВС	DARD OF	SUPERVISO	RS ROLL CALL #					
			Motio	n made b	y Superviso	r		_			
			Secor	nded by S	upervisor	1000					
SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED	SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1					LA VIOLETTE	14				
DE WANE	2					KATERS	15				
NICHOLSON	3					KASTER	16				
HOYER	4					VAN DYCK	17				
GRUSZYNSKI	5					JAMIR	18				
HAEFS	6					ROBINSON	19				
ERICKSON	7					CLANCY	20				
ZIMA	8					CAMPBELL.	21				
EVANS	9					MOYNIHAN, JR.	22				
KAYE	10					STEFFEN	23				
BUCKLEY	11					SCHADEWALD	24				

Total Votes Cas	t		

12

13

LANDWEHR

DANTINNE, JR



LUND

FEWELL

25

26



During the months of June, July and August, Brown County will be launching **Discover Brown County: Summer Passport 2015**. The passports are free and filled with activities to inspire residents to get actively involved in county activities.

There are three activity categories; MOVE, LEARN and PLAY that correlate with different activities each month. As participants complete events on the activity checklist and collect their passport stamps at each location, they will have the opportunity to win monthly prizes. This summer event calendar is designed to encourage fun, challenge the mind and be active while enjoying all that Brown County has to offer.

Summer passports can be picked up at the following Brown County locations: Brown County Golf Course, Brown County Library, Brown County Parks, Brown County UW-Extension, Neville Public Museum, and the NEW Zoo and Adventure Park starting May 18th.

l would	like to provide	e a monetary c	lonation to Disc	over Brown Co	ounty in the amoun	t of		
	\$250	□ \$500	□ \$1,000	□ \$1,500	□ \$2,000			
I cannot provide a monetary donation at this time but would like to help spread the word about Discover Brown County through social media and advertising								
	My do	nation will be pro	vided by March 31	In person or by	mail to:			
Attn: Ali Kettner 305 East Walnut Street, Suite 680 PO Box 23600 Green Bay, WI 54115 Attn: Ali Kettner Move-LeaRN-PLay								
along with	Your company may be used in media mentions, on Brown County's Facebook and Twitter, along with the Brown County website. Your logo will also be printed in the Discover Brown County Passports.							
Please email this form along with a .jpeg of your logo to Kettner_Am@co.brown.wi.us if you would like to donate.								
Contact Pe	erson		F	Phone Number	()	- vilvini		

CORPORATION COUNSEL

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WISCONSIN 54305-3600 Kristen M. Hooker

DEPUTY CORPORATION COUNSEL

PHONE (920) 448-4006 FAX (920) 448-4003

hooker_km@co.brown.wi.us

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE:	April 14, 2015
REQUEST TO:	Administration Committee
MEETING DATE:	April 23, 2015
REQUEST FROM:	Ali Kettner, Brown County Executive Office, Executive Assistant
REQUEST TYPE:	☑ New resolution☐ New ordinance☐ Revision to resolution☐ Revision to ordinance
	Requesting Approval for Brown County to Accept Donations Relating to the rown County: Summer Passport 2015" Program
to accept Donations so program, which is being get active through utilis ACTION REQUESTED FISCAL IMPACT: The NOTE: This fiscal impact necessary.	DINFORMATION: This is a Resolution requesting approval for Brown County ubmitted in support of its Discover Brown County: Summer Passport 2015 and launched this summer to encourage Brown County residents to get out and exation of Brown County's recreational resources. D: Approval of said Resolution is Resolution does not require an appropriation from the General Fund. portion is initially completed by requestor, but verified by the DOA and updated if
	s the amount of the impact? \$
-	gger project, what is the total amount of the project? \$
	y budgeted? ☐ Yes ☐ No
	which account?
∠. IT no, nov	w will the impact be funded?
⊠ COPY OF RESOLU	JTION OR ORDINANCE IS ATTACHED
Very truly yours, s/ <u>Kristen M. Hooker</u> Kristen M. Hooker	

10C

Ladies and Gentlemen:

RESOLUTION REGARDING CHANGE IN TABLE OF ORGANIZATION FOR THE ADMINISTRATION DEPARTMENT SENIOR BUYER

WHEREAS, the Human Resources department has received a table of organization change request from the Department of Administration; and

WHEREAS, the Purchasing Manager position in the Administration department table of organization became vacant on April 17, 2015; and

WHEREAS, the Human Resources department in conjunction with the Administration department reviewed the duties and responsibilities of the position as well as the needs of the department; and

WHEREAS, a thorough study was completed and it was determined that a more technical position that could focus on the operational needs of the department without performing supervisory duties would better fit the needs of the department; and

WHEREAS, the Risk Manager currently supervises the Purchasing Manager position and will continue to provide supervision of the Purchasing division; and

WHEREAS, Human Resources in conjunction with the Administration department recommend the deletion of (1.00) FTE Purchasing Manager position and the addition of 1.00 FTE Senior Buyer position in the Administration department table of organization; and

WHEREAS, Human Resources researched similar Senior Buyer positions in the local market and referenced the U.S. Department of Labor Occupational Outlook Handbook for comparison data to ensure internal and external equity. It is recommended that the Senior Buyer

position be placed in Pay Grade 18 of the Brown County Classification and Compensation Plan, with the salary range of \$52,599 - \$62,707.

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors, the deletion of (1.00) FTE Purchasing Manager position and the addition of 1.00 FTE Senior Buyer position in the Administration department table of organization.

BE IT FURTHER RESOLVED, the Senior Buyer position be placed in Pay Grade 18 of the Brown County Classification and Compensation Plan.

Budget Impact: Administration Department

Partial Year Budget Impact (6/1/15 – 12/31/15)	FTE	Addition/ Deletion	Salary	Fringe	Total	
Purchasing Manager	(1.00)	Deletion	\$(38,147)	\$(15,113)	\$(53,260)	
Senior Buyer	1.00	Addition	\$ 32,172	\$ 14,193	\$ 46,365	
Partial Year Budget Impact			\$(5,975)	\$(920)	\$(6,895)	

Annualized Budget Impact	FTE	Addition/ Deletion	Salary	Fringe	Total
Purchasing Manager	(1.00)	Deletion	\$(66,123)	\$(26,196)	\$(92,319)
Senior Buyer	1.00	Addition	\$ 55,765	\$ 24,602	\$ 80,367
Annualized Budget Impact			\$(10,358)	\$(1,594)	\$(11,952)

Fiscal Note: This resolution does not require an appropriation from the General Fund. This resolution creates a budget savings of \$6,895 in the 2015 Budget.

Respectfully submitted,
ADMINISTRATION COMMITTEE
EXECUTIVE COMMITTEE

Approved By:
TROY STRECKENBACH
COUNTY EXECUTIVE
Date Signed:
Authored by Human Resources Approved as to form by Corporation Counsel

BOARD OF SUPERVISORS ROLL CALL #	
Motion made by Supervisor	
Seconded by Supervisor	

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1				
DE WANE	2				
NICHOLSON	3				
HOYER	4				
GRUSZYNSKI	5				
HAEFS	6				
ERICKSON	7				
ZIMA	8				
EVANS	9				
KAYE	10				
BUCKLEY	11				
LANDWEHR	12				
DANTINNE, JR	13				

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
LA VIOLETTE	14				
KATERS	15				
KASTER	16				
VAN DYCK	17				
JAMIR	18				
ROBINSON	19				
CLANCY	20				
CAMPBELL.	21				
MOYNIHAN, JR.	22				
BLOM	23				
SCHADEWALD	24				
LUND	25				
FEWELL	26				

Total Votes Cast			
Motion:	Adopted	Defeated	Tabled



HUMAN RESOURCES DEPARTMENT

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600

DATE:



PHONE (920) 448-4071 FAX (920) 448-6277 WEB: www.co.brown.wi.us

04/13/15

DIRECTOR

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

REQUEST TO:	Administration Committee
MEETING DATE:	04/23/15
REQUEST FROM:	Warren Kraft Human Resources Director
REQUEST TYPE:	☑ New resolution☐ Revision to resolution☐ New ordinance☐ Revision to ordinance
TITLE: Resolution I (Senior Buy	Regarding Change in Table of Organization for the Administration Department rer)
ISSUE/BACKGROUN	D INFORMATION:
	cant Purchasing Manager position in the Administration department table of v of the duties of the position as well as the needs of the department was
ACTION REQUESTED	o.
The deletion of (1.00)	FTE Purchasing Manager position and the addition of 1.00 FTE Senior Buyer stration department table of organization.
FISCAL IMPACT:	
_ ·	portion is initially completed by requestor, but verified by the DOA and updated if necessary.
 Is there a fiscal im 	•
a. If yes, what is	the amount of the impact? Savings of \$ 6,895 Partial Year / \$11,952 Annualized
b. If part of a big	ger project, what is the total amount of the project?
c. Is it currently	budgeted? ☐ Yes ☐ No
1. If yes, in	which account?
2. If no, how	w will the impact be funded?
⊠ COPY OF RESOLU	JTION OR ORDINANCE IS ATTACHED

BROWN COUNTY POSITION DESCRIPTION

POSITION TITLE: SENIOR BUYER

REPORTS TO: RISK MANAGER

DEPARTMENT: ADMINISTRATION – PURCHASING

JOB SUMMARY:

Under supervision, performs advanced level work; coordinates and implements the county's procurement of goods and services to maximize cost savings and quality; administers the negotiated contracts for services in accordance with the County's policies and procedures and with federal and state rules and regulations; educates County departments as needed in County procurement policies and performs other duties as required.

ESSENTIAL DUTIES:

Purchases a wide variety of supplies, equipment, materials and services; determines the most appropriate method of procurement using established procedures; and facilitates the procurement process.

Maintains a record of, and monitors purchasing agreements to determine when agreements expire; ensures quality of service; investigates and resolves problems and assists County departments with utilizing the approved contracts.

Conducts multi-department purchases; drafts combined specifications that meet the needs of participants; conducts cost analyses; and makes appropriate recommendations.

Facilitates and assists departments with the request for proposal (RFP), request for quote (RFQ), request for bid (RFB) and offer to purchase (OTP) process including assisting in drafting of each; communication with vendors, and facilitating the selection process.

Drafts and coordinates legal notices and posting of bid documents; obtains wage rate determinations for applicable projects, tabulates bids and conducts cost analyses; evaluates bids for compliance with specifications; and awards to the lowest responsible bidder for RFBs.

Reviews records pertaining to items purchased, cost, delivery and product performance.

Contacts vendors to verify product descriptions, numbers, check pricing and availability to requested commodities.

Seeks standardization of items purchased, and utilizes other means to best meet the needs of departments to secure greater value.

Keeps informed on purchasing and marketing trends, including products and prices, and assists departments in the preparation of annual capital expenditures budget by providing cost information for supplies, materials, goods, and services.

Disposes of surplus, obsolete and salvageable materials by negotiation, by soliciting bids or auctions goods when appropriate.

Analyzes routine procurements to determine if the County would benefit from competitive procurement procedures, cooperative purchasing contracts or collaborative purchases with other municipalities; coordinates the County's participation in joint purchasing efforts.

Establishes and maintains effective working relations with departments, vendors, co-workers and the public including maintaining vendor solicitations on the internet.

Provides training and guidance to departments for County's ERP software.

Educates and provides necessary guidance to County departments to ensure compliance with County procurement policies.

Retains purchasing records and processes any applicable open records request as required by Wisconsin Open Records Law.

Networks with other public sector purchasers, including, members in the Wisconsin Association for Public Procurement, to identify purchasing "best practices" and opportunities for leveraged procurements.

Reviews purchasing activity to insure departments are using contracts that have been negotiated, where applicable.

Ensures vendors supply evidence of required insurance coverage.

Assists in the development, implementation, and revision of purchasing policies and procedures.

Conducts negotiations in the administration of purchases; negotiates issues in the development of contracts as directed; and may negotiate the price, terms, and conditions of purchases as necessary.

NON-ESSENTIAL DUTIES:

Performs other duties as assigned.

MATERIALS AND EQUIPMENT USED:

General office equipment Computer Calculator

MINIMUM QUALIFICATIONS REQUIRED:

Education and Experience:

Graduation from a recognized college or university with a Bachelor's degree in business or public administration, accounting, finance, or a closely related field.

Five (5) years of progressively responsible and professional work experience in purchasing, preferably in the public sector.

CPM, CPPB and/or CPPO certification preferred.

Knowledge, Skills and Abilities:

Considerable knowledge of purchasing practices and procedures and of approved inspection and shipping methods.



Considerable knowledge of market research methods including use of the internet.

Working knowledge of the laws, rules and regulations pertaining to governmental purchasing.

Working knowledge of the Model Procurement Code and the Uniform Commercial Code.

Working knowledge of the principles and practices of large-volume, competitive purchasing and cost-benefit analysis.

Working knowledge of sources of supply and current prices and market trends.

Working knowledge of automated procurement systems and other data processing capabilities and applications relating to purchasing functions.

Working knowledge of the standard types, forms and legal requirements of contracts.

Ability to exercise proper professional judgment in the analysis of bids and specifications when making awards.

Ability to understand, follow and remember involved written and oral instructions, policies and procedures, while performing tasks effectively and maintaining a high level of accuracy and attention to detail.

Ability to take control of difficult situations by anticipating problems, analyzing alternative solutions and initiating appropriate corrective measures within established regulations, prescribed policies and procedures under stressful conditions.

Ability to devise, test and compute mathematical formulas for the evaluation of bids.

Ability to interpret and explain work-related procedures in a helpful and courteous manner.

Ability to utilize spreadsheet, word processing and automated procurement applications.

Ability to communicate effectively, both orally and in writing, and present procurement data, alternatives, reports and recommendations.

Ability to interpret and implement policies and procedures and maintain accurate and detailed records.

Ability to establish and maintain effective working relations.

Ability to coordinate and prioritize multiple activities.

PHYSICAL DEMANDS:

Ability to lift 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds.

Intermittent standing, walking and sitting; occasional driving.

Using hand(s)/feet for repetitive single grasping, fine manipulation, pushing and pulling, and operating controls.

Occasional bending, twisting, squatting, climbing and reaching.

Communicating orally in a clear manner.

Distinguishing sounds at various frequencies and volumes.

Distinguishing people or objects at varied distances under a variety of light conditions.

This position description should not be interpreted as all inclusive. It is intended to identify the major responsibilities and requirements of this job. The incumbents may be requested to perform job-related responsibilities and tasks other than those stated in this description.

Revised: 04/13/15

TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

RESOLUTION TO APPROVE ACQUISITION OF PROPERTY WITHIN THE VILLAGE OF HOWARD TO PROVIDE TRAIL CONNECTIVITY

WHEREAS, Wisconsin Central Railway owns property located between Packerland Drive and Duck Creek, parcel numbers VH-727 and VH-692, historically these parcels were a portion of the Fort Howard Military Reserve 301, 302 and 303, which parcels are currently abandoned railway corridor; and,

WHEREAS, the State of Wisconsin had plans to develop these parcels as recreational trails as part of the Rails-To-Trails Act, with Brown County as the managing partner who would develop, operate and maintain the trail for recreational purposes, but the State is unable to proceed with the purchase of said abandoned railway corridor due to budget constraints; and,

WHEREAS, the Wisconsin Department of Natural Resources has inquired as to whether Brown County is interested in purchasing, developing and overseeing the operation of this property as a public trail; and,

WHEREAS, the purchase and development of the trail property would be consistent with Brown County's Comprehensive Plan approved October 20, 2004, 2008-2013 Brown County's Open Space and Recreation Plan approved August 20, 2008, with Board extension through 2015, the 2035 Green Bay Metropolitan Planning Organization Long-Range Transportation Plan approved November 3, 2010 and the Brown County Bicycle and Pedestrian Plan approved April 6, 2011; and,

WHEREAS, the development of this property would connect to the Newton-Blackmore State Recreational Trail already in existence between Seymour and New London and will serve as trail connection directly into Pamperin Park; and,

WHEREAS, the proposed purchase would be approximately .75 mile in length and could be maintained by the existing staff at Pamperin Park since it is immediately adjacent to the Park; and,

WHEREAS, the property has been appraised at \$212,000 in 2012, with an additional cost of approximately \$100,000 for development of the trail; and,

WHEREAS, the Brown County Parks Department would not have funds available to subsidize any of the expenses related to the purchase of said property, and would require 100% of funding to come from grants or Non-governmental Organizational funding assistance; and,

WHEREAS, the State of Wisconsin informed Brown County that there are grant monies and assistance available for the purchasing and developing of said property through the state.

NOW, THEREFORE, BE IT RESOLVED that the Brown County Board of Supervisors approves the acquisition of the property within the Village of Howard, located between Packerland Drive and Duck Creek, parcel numbers VH-727 and VH-692, which historically are within a portion of the Fort Howard Military Reserve 301, 302 and 303, which parcels are currently abandoned railway corridor.

BE IT FURTHER RESOLVED that the acquisition of this property is contingent on 100% of the funding coming from grants, the state or other governmental agency or Non-governmental Organizational funding assistance.

Fiscal Note:

Respectfully submitted,

EDUCATION & RECREATION COMMITTEE

Approved By:		
Troy Streckenbach, COUNTY EXECUTIVE		
Date Signed:		
Authored by Corporation Counse		
Approved as to Form by Corporat	ion Counsel	
	BOARD OF SUPERVISORS ROLL CALL #	
	Motion made by Supervisor	
	Seconded by Supervisor	

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1				
DE WANE	2				
NICHOLSON	3				
HOYER	4				
GRUSZYNSKI	5				
HAEFS	6				
ERICKSON	7				
ZIMA	8				
EVANS	9				
KAYE	10				
BUCKLEY	11				
LANDWEHR	12				
DANTINNE, JR	13				

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
LA VIOLETTE	14				
KATERS	15				
KASTER	16				
VAN DYCK	17				
JAMIR	18				
ROBINSON	19				
CLANCY	20				
CAMPBELL.	21				
MOYNIHAN, JR.	22				
BLOM	23				
SCHADEWALD	24				
LUND	25				
FEWELL.	26				

Total Votes Cast				
Motion:	Adopted	Defeated	Tabled	

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CORPORATION COUNSEL OFFICE

Brown County

305 E. Walnut Street, Suite 680 P.O. Box 23600 Green Bay, Wi 54305-3600

Juliana M. Ruenzel Corporation Counsel

PHONE (920) 448-4006 FAX (920) 448-4003 ruenzel_jm@co.brown.wi.us

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE: REQUEST TO: MEETING DATE: REQUEST FROM:	May 20, 2015 Brown County Board of Supervisors May 20, 2015 Education and Recreation Committee
REQUEST TYPE: □ New ordina	
TITLE: Resolution provide Trail Connection	ation To Approve Acquisition of Property within the Village of Howard to tivity
This is a Resolution	UND INFORMATION: to approve the acquisition of abandoned railway corridor property in the o connect with the Newton-Blackmore State Recreational Trails between ondon.
	TED: Lecreation Committee desires approval of the County Board of Supervisors the railroad corridor property so that there is trail connection directly into
and updated if necess 1. Is there a fisc a. If yes, what is b. If part of a big c. Is it currently 1. If yes, in which	al impact?
☑ COPY OF RESOI	LUTION OR ORDINANCE IS ATTACHED

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TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

11/40

RESOLUTION IN SUPPORT OF FUNDING FOR A REPLACEMENT SCOREBOARD AT THE RESCH CENTER

WHEREAS, the Resch Center was constructed and opened in 2002; and

WHEREAS, in 2012, Brown County and PMI entered into a new lease agreement for the *Veterans Memorial Complex* whereby PMI assumes the rent, as well as all the rights and obligations similar to those under the previous lease and assumption agreement; and

WHEREAS, due to the age of the current scoreboard, it is necessary to replace the current scoreboard with a state-of-the-art scoreboard at the *Resch Center*; and

WHEREAS, \$1,000,000 has been set aside in the Veterans Memorial Complex Building Upgrade Projects Fund for the purpose of projects at the *Veterans Memorial Complex*; and

WHEREAS, the Education and Recreation Committee has recommended that up to One Million Dollars (\$1,000,000) be taken from the Building Upgrade Projects Fund for the purchase of a replacement scoreboard and ancillary equipment at the *Resch Center*; and

WHEREAS, PMI will contribute Four Hundred Thousand Dollars (\$400,000), and the Stadium District Board will contribute Four Hundred Fifty Thousand Dollars (\$450,000); and

WHEREAS, to assure public transparency of taxpayer dollars, the purchase of the new County-owned scoreboard shall be accomplished through the County's Purchasing Department with input and participation in the selection process from PMI;

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NOW, THEREFORE, BE IT RESOLVED, that the Brown County Board of Supervisors approve the contribution of up to One Million Dollars (\$1,000,000) to be taken from the Veterans Memorial Complex Building Upgrade Projects Fund to support the purchase of a replacement scoreboard and ancillary equipment at the *Resch Center*; and

BE IT FURTHER RESOLVED, that Brown County's contribution of One Million Dollars (\$1,000,000) is contingent on further financial contributions for the scoreboard from PMI in the amount of Four Hundred Thousand Dollars (\$400,000), and the Stadium District Board in the amount of Four Hundred Fifty Thousand Dollars (\$450,000).

Respectfully submitted,

EDUCATION AND RECREATION COMMITTEE

Approved By:	
COUNTY EXECUTIVE	
Date Signed:	
Authored by:	
Final Draft Approved as to form by Co	rporation Counsel

Fiscal Note: This resolution does not require an appropriation from the General Fund. Up to \$1,000,000.00 will come from Facilities Buildings Upgrades, Veterans Memorial Complex Building Upgrade Projects Fund.

10f

BOARD OF SUPERVISORS ROLL CALL #_	
Motion made by Supervisor	
Seconded by Supervisor	

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1				
DE WANE	2				
NICHOLSON	3				
HOYER	4				
GRUSZYNSKI	5				
HAEFS	6				
ERICKSON	7				
ZIMA	8				
EVANS	9				
KAYE	10				
BUCKLEY	11				
LANDWEHR	12				
DANTINNE, JR	13				

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
LA VIOLETTE	14				
KATERS	15				
KASTER	16				
VAN DYCK	17				
JAMIR	18				
ROBINSON	19				
CLANCY	20				
CAMPBELL.	21		L		
MOYNIHAN, JR.	22				
BLOM	23				
SCHADEWALD	24				
LUND	25				
FEWELL	26				

Total Votes Cast			
Motion:	Adopted	Defeated	Tabled

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305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600

PHONE (920) 448-4037 FAX (920) 448-4036 WEB: www.co.brown.wi.us

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE:	5/12/15
REQUEST TO:	Brown County Board of Supervisors
MEETING DATE:	5/20/15
REQUEST FROM:	Education & Recreation Committee
REQUEST TYPE:	
	☐ New ordinance ☐ Revision to ordinance
TITLE: Resolution	on in Support of Funding for a Replacement Scoreboard at the Resch Center
ISSUE/BACKGROI	UND INFORMATION:
	e current scoreboard, it is desirable to replace the current scoreboard with a state-
	d at the Resch Center through the RFP Process.
ACTION REQUEST	<u>red:</u>
Approval of \$1,000,	000 contribution from Veteran's Memorial Project Fund to purchase scoreboard.
FISCAL IMPACT:	
NOTE: This fiscal impl 1. Is there a fiscal	act portion is initially completed by requestor, but verified by the DOA and updated if necessary. Impact? Yes No
	·
	t is the amount of the impact? \$1,000,000
·	bigger project, what is the total amount of the project? \$1,850,000
c. Is it currer	ntly budgeted? □ Yes ☒ No
-	in which account?
2. If no, I	how will the impact be funded?
upon	\$1,000,000 to be taken from the Veteran's Memorial Project Fund (contingent the financial contributions of \$400,000 from PMI and \$450,000 from the um District Board.
⊠ COPY OF RESC	DLUTION OR ORDINANCE IS ATTACHED
M JOI I OI INESC	LOTION ON ONDINANCE IS AT TACHED

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TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies & Gentlemen:

RESOLUTION REGARDING AUTHORITY TO EXECUTE A 2015 LABOR AGREEMENT WITH THE BROWN COUNTY HUMAN SERVICES PROFESSIONAL EMPLOYEES ASSOCIATION

BE IT RESOLVED by the Brown County Board of Supervisors, that the County Executive and County Clerk be and are hereby authorized to execute a one (1) year labor agreement on behalf of Brown County with the Brown County Human Services Professional Employees Association for the year 2015 effective January 1, 2015.

BE IT FURTHER RESOLVED that the funds to cover the costs resulting from the adoption of this resolution shall be made available from funds budgeted for this purpose.

1. Article 2. WAGE SCHEDULE

Revise to reflect:

Effective the first day of the pay period that includes January 1, 2015:

1.5% increase in total base wages for employees with a start date of December 31, 2014, or prior.

2. DURATION OF AGREEMENT

One year agreement (2015)

Fiscal Note: This resolution does not require an appropriation from the general fund. The wage increase was included in the 2015 budget.

Respectfully submitted,

EXECUTIVE COMMITTEE

Approved By:	
TROY STRECKENBACH	Calculation of the Calculation o
COUNTY EXECUTIVE	



Date Signed:
Authored by Human Resources
Approved as to form by Corporation Counsel

BOARD OF SUPERVISORS ROLL CALL #	
Motion made by Supervisor	
Seconded by Supervisor	

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1				
DE WANE	2				
NICHOLSON	3				
HOYER	4				
GRUSZYNSKI	5				
HAEFS	6				
ERICKSON	7				
ZIMA	8				
EVANS	9				
KAYE	10				
BUCKLEY	11				
LANDWEHR	12				
DANTINNE, JR	13				

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
LA VIOLETTE	14				
KATERS	15				
KASTER	16				
VAN DYCK	17				
JAMIR	18				
ROBINSON	19				
CLANCY	20				
CAMPBELL.	21				
MOYNIHAN, JR.	22				
BLOM	23				
SCHADEWALD	24				
LUND	25				
FEWELL	26				

Total Votes Cast			
Motion:	Adopted	Defeated	Tabled



HUMAN RESOURCES DEPARTMENT

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600

DATE:



PHONE (920) 448-4071 FAX (920) 448-6277 WEB: <u>www.co.brown.wi.us</u>

04/24/15

DIRECTOR

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

REQUEST TO: MEETING DATE: REQUEST FROM:	Executive Committee 05/11/15 Warren Kraft Human Resources Director
REQUEST TYPE:	☑ New resolution☐ Revision to resolution☐ New ordinance☐ Revision to ordinance
	Regarding Authority to Execute a 2015 Labor Agreement with the Brown County vices Professional Employees Association
reached an agreemen	Brown County Human Services Professional Employees Association have ton their 2015 labor agreement. D: 2015 labor agreement with the Brown County Human Services Professional
FISCAL IMPACT: NOTE: This fiscal impact 1. Is there a fiscal im a. If yes, what is b. If part of a big c. Is it currently 1. If yes, in	portion is initially completed by requestor, but verified by the DOA and updated if necessary. apact? Yes No the amount of the impact? ger project, what is the total amount of the project? \$
⊠ COPY OF RESOLU	JTION OR ORDINANCE IS ATTACHED

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Ladies and Gentlemen:

FOR U.W. EXTENSION WORKFORCE DEVELOPMENT AGRICULTURE STUDENT INTERN

WHEREAS, the U.W. Extension office has received funds from an East Metro U.W. Extension Resources Regional Management Grant for implementation of agriculture literacy and workforce development; and

WHEREAS, the object of this grant is to create workforce development educational resources about agricultural careers by gaining practical experiences on farms and with various agricultural companies and use this knowledge to create resources like booklets, videos and a website to educate others about types of agricultural jobs available in Brown County; and

WHEREAS, the U.W. Extension office has requested the addition of 0.18 FTE

Workforce Development Agriculture Student Intern to fulfill the requirements of this grant as
well as aiding a student in completing their educational requirements; and

WHEREAS, current staff cannot absorb these duties and the grant could not be fulfilled without the addition of a student intern; and

WHEREAS, Human Resources in conjunction with the U.W. Extension office recommend the addition of 0.18 FTE Workforce Development Agriculture Student Intern to the U.W. Extension table of organization; and

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors, the addition of 0.18 FTE Workforce Development Agriculture Student Intern to the U.W. Extension table of organization; and

BE IT FURTHER RESOLVED, should the funding end, or not cover the full cost of 0.18 FTE Workforce Development Agriculture Student Intern, the position will end and be eliminated from the U.W. Extension table of organization.

Budget Impact:

U.W. Extension

Partial Year Budget Impact (07/01/15 – 12/31/15)	FTE	Addition/ Deletion	Salary	Fringe	Total
Workforce Development Agriculture Student Intern	0.18	Addition	\$2,314	\$ 182	\$2,496
Partial Year Budget Impact	0.10	Addition	\$2,314	\$ 182	\$2,496

Annualized Budget Impact	FTE	Addition/ Deletion	Salary	Fringe	Total
Workforce Development					
Agriculture Student Intern	0.18	Addition	\$4,628	\$ 364	\$4,992
Annualized Budget Impact			\$4,628	\$ 364	\$4,992

Fiscal Note: This resolution does not require an appropriation from the General Fund. The funding source is a Resources Regional Management Grant from East Metro U.W. Extension.

Respectfully submitted,
PLANNING, DEVELOPMENT &
TRANSPORTATION COMMITTEE
EXECUTIVE COMMITTEE

Approved By:
TROY STRECKENBACH
COUNTY EXECUTIVE
Date Signed:
Authored by Human Resources Approved as to form by Corporation Counsel

BOARD OF SUPERVISORS ROLL CALL #						
Motion made by Supervisor						
Seconded by Supervisor						

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1				
DE WANE	2				
NICHOLSON	3				
HOYER	4				
GRUSZYNSKI	5				
HAEFS	6				
ERICKSON	7				
ZIMA	8				
EVANS	9				
KAYE	10				
BUCKLEY	11				
LANDWEHR	12				
DANTINNE, JR	13				

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
LA VIOLETTE	14				
KATERS	15				
KASTER	16				
VAN DYCK	17				
JAMIR	18				
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BLOM	23				
SCHADEWALD	24				
LUND	25				
FEWELL	26				

Total Votes Cast			
Motion:	Adopted	Defeated	Tabled

BROWN COUNTY POSITION DESCRIPTION

POSITION DESCRIPTION: WORKFORCE DEVELOPMENT AGRICULTURE STUDENT

INTERN

REPORTS TO: UW-EXTENSION AGRICULTURE EDUCATOR

DEPARTMENT: UW-EXTENSION

JOB SUMMARY:

Create workforce development educational resources about agricultural careers by gaining practical experiences on farms and with various agricultural companies. Build resources to educate others about types of agricultural jobs available in Brown County, experience and educational requirements needed to qualify for these jobs, and roadmaps describing recommendations for obtaining desired careers.

ESSENTIAL DUTIES:

Gain practical experiences on farms and with various agricultural companies or "shadow" days.

Complete questionnaires and interviews to develop educational resources.

Develop educational resources including: agricultural careers booklet, website resources, and video resources.

Help plan and facilitate workshops, meetings, and other educational outreach opportunities.

Assist with evaluating and completing a summary about the program.

NON-ESSENTIAL DUTIES:

Performs related functions as assigned.

MATERIALS AND EQUIPMENT:

General office equipment Computer / Software Digital Camera

MINIMUM QUALIFICATIONS REQUIRED:

Education and Experience:

High School Diploma; Currently pursuing an Associates or undergraduate degree in agriculture, biology, communications, natural resources or a related subject area; or any equivalent combination of education, training and experience which provides the necessary knowledge, skills and abilities.

Licenses and Certifications:

Valid Wisconsin Driver's License

Knowledge, Skills, and Abilities:

Excellent communications skills, ability to communicate effectively both orally and in writing.

Interest in learning more about agricultural careers

Knowledge of and ability to utilize a computer and the required software.

Ability to plan, promote, implement, evaluate, and report educational programs.

Ability to understand and work effectively with a wide variety of clientele.

Ability to work well as a member of a team.

Ability to maintain a high level of organization and leadership.

Ability to establish and maintain effective working relationships with staff and the public.

Ability to make individual arrangements for transportation adequate to meet position responsibilities and essential job functions.

Ability to work the required hours of the position.

Administrative Accountability:

The Workforce Development Agriculture Student Intern will be accountable to the UW-Extension Brown County Agriculture Educator for programmatic leadership and the Brown County UW-Extension Department Head for administrative issues.

PHYSICAL DEMANDS:

Lifting 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Intermittent standing, walking, and sitting; occasional driving.

Using hand(s)/feet for repetitive single grasping, fine manipulation, pushing and pulling, and operating controls.

Occasional bending, twisting, squatting, climbing, reaching, and grappling.

Communicating orally in a clear manner.

Distinguishing sounds at various frequencies and volumes.

Distinguishing people or objects at varied distances under a variety of light conditions.

Withstanding temperature changes in the work environment.

This position description should not be interpreted as all-inclusive. It is intended to identify the major responsibilities and requirements of this job. The incumbents may be requested to perform job-related responsibilities and tasks other than those stated in this description.

Revised: 04/03/15



East-Metro Regional Director

UW-Green Bay Campus Cofrin Library 750J 2420 Nicolet Drive Green Bay, WI 54311-7001 920-465-2147 920-465-5074 (fax) 711 for Wisconsin Relay

March 23, 2015

Dear Liz:

Congratulations! The Resource Management Team supports your proposal titled: "Agriculture Literacy and Workforce Development: Exploring Careers in Agriculture" in the amount of \$8,000.

If your plans change and you are unable to use the funds in the manner that you outlined, please contact karen.smiley@ces.uwex.edu as soon as possible.

Please note that the planning team had the following questions/comments about your report:

- How you are planning to recruit: Job Fairs, etc?
- The translation service cost seems low. Please explain whether this is the going rate in Brown County or you are getting additional funding from others (Dean's Office, etc.)

You can email this information to Karen Smiley.

The projector screen, camcorder and video editing software need to be purchased through the state (we cannot do a lump sum payment to the county for these items). We need to follow state guidelines for these purchases. Please note that these items remain the property of the state. They can be kept in the county office, but when they are no longer in use, they must be returned to the regional office for disposal. Since the only other purchase is the speakers, we can purchase everything through the state. Please work with Karen Smiley to purchase the grant items.

By submitting paperwork to request these funds, you are agreeing to:

- 1. Submit a written report that highlights the impact of the program initiative to the regional office (to be posted on the Resource Management website), OR a poster session during the 2016 spring regional meeting. You are encouraged to include photos and/or video.
- 2. Include a report in a Planning & Results success story.
- 3. Promote the success of your project through local media. Please send us copies of any news releases and advise us of any marketing efforts on the project.

Best wishes in your programming efforts.

Sincerely,

T. Gerald Correthers

East-Metro Regional Director

University of Wisconsin, U. S. Department of Agriculture and Wisconsin counties cooperating. UW-Extension provides equal opportunities in employment and programming including Title IX and ADA.

East-Metro Region Resource Management Team:
Eloisa Gomez, Milwaukee County Director; Vijai Pandian, Brown County Hort; Cindy Muhar,
Milwaukee County Family Living, Denise Retzleff, Fond du Lac County 4-H Youth; Catherine
Neiswender, Winnebago County CNRED; Renee Vertin, Washington County WNEP

East-Metro Region Innovative Grant Program Budget

ITEM	UNITS	RATE		COST	
Student intern 40 hours/wk x 12 weeks	1	Stipend		\$	5,000.00
Mileage for intern	1	L		\$	350.00
Printing					
Handouts	500) \$0.07/page		\$	35.00
Career resource booklets (spiral bound)) \$10/each		\$	1,500.00
Small poster	25	5 \$1/poster			25.00
Large poster	1	L Poster		\$ \$	140.00
For presenting at poster sessions (i.e. East	:-Metro all-co	olleague, JCEP, etc.)			
Translation services					
Spanish translation/interpretation		L		\$	150.00
Hmong translation/interpretation	-	L		\$	150.00
Program supplies					
Portable projector screen	:	l	\$200	\$	200.00
Camcorder	;	ı	\$350	\$	350.00
Video editing software	:	1	\$100	\$	100.00
TOTAL				\$	8,000.00

In-kind support

Local agribusinesses for tours/information about agricultural careers

Shared resources and audiences with entities such as Department of Workforce Development, high schools, technical colleges, East-metro colleagues

UW-Extension agents time, resources, and expertise

Mileage (Binversie) 250 miles x \$0.46/mile		\$ 115.00
Printing	50 640/	
Career resource booklets (spiral bound)	50 \$10/each	\$ 500.00



East-Metro Region Innovative Grant Program Calendar Year 2015 Application Form

Project Title: Agricultural Literacy and Workforce Development: Exploring Careers in

Agriculture

Funding Requested: \$8,000.00

Project Lead/Grant Applicant (Name & County): Liz Binversie, Brown Co. Agriculture
i) Project Collaborator(s) (if applicable): Vijai Pandian, Brown Co. Horticulture

Situation Statement

Each year, society becomes less connected with agriculture. Many do not realize there is a vast array of agricultural careers. There are many misconceptions about agricultural careers including: 1) the only careers available are for farmers and veterinarians, 2) all agriculture jobs are low paying, and 3) an individual has to grow up on a farm to be able to work in agriculture. Lastly, many counties face the issue of "Brain Drain", which is when an individual completes their education in one place but then moves away for a job. By providing agricultural career education, we will change the negative perception surrounding agricultural careers and encourage more residents to live, work, and play in the same community. Agricultural literacy is particularly important because with only 2% of the nation working on farms, there are not enough people with farming backgrounds to fill the increasing number of vacant positions as the Baby Boomer generation begins to retire. This project centers on agricultural literacy with an emphasis on workforce development. Therefore, we will hire a student intern to explore agricultural careers, gain agricultural career experience, and create resource tools including a career resource booklet, road maps to help individuals along the path to their desired career, and a website to post resources and videos.

Program Criteria:

Describe how this relates to the Cooperative Extension Purpose, Vision and Values: Negative misconceptions about agriculture can make individuals feel isolated and excluded from being a part of agriculture. This project will foster inclusiveness to those who may not have traditional farming backgrounds through increased educational awareness of job opportunities and careers in agriculture. We will support the thriving agricultural industry that will in turn contribute economic activity at the local, regional, and state-wide level. Finally, it is our goal that these educational efforts will result in more individuals applying for and accepting positions in agriculture, in an effort to keep up with the increasing number of career vacancies for agricultural careers.

Fosters teamwork and collaboration with other agencies, campuses, or colleagues: We will work with groups including: Department of Workforce development, 4-H educators, schools, technical colleges, 4-year institutions, and graduate schools. We will collaborate with fellow extension agents who specialize in various areas—i.e. crops, soils, horticulture, and livestock—to get the best recommendations for careers and industries to explore.

Incorporates the use of other funders and/or in-kind support: This agent will provide in-kind support of mileage and printing. Local businesses will provide in-kind support by donating their time and resources. See budget for more details.

Includes a new program direction that may be replicated: This project will create a resource tool that includes a career resource booklet with career and mentor information, "road maps" to help individuals along the path to their desired career, and a user-friendly web resource tool including videos. This information could be used or adapted by other counties or regions. Also, the structure of the internship experience will be documented and available for other agents/educators to use as a model.

Focuses on reaching new audiences: Typically in agriculture, many are from farming backgrounds. For those without farming backgrounds, agricultural opportunities can be limited or non-existent. Therefore, this project aims to reach individuals, especially those without agricultural backgrounds. By working with the Department of Workforce Development, we will also be able to reach displaced workers and other underserved populations. Career resource booklets will be translated for Spanish and Hmong speakers.

Exposes potential employees to UWEX: We will explore careers within UW-Extension and expose others to the work we do. In addition, these individuals may share that information with others, thus creating a multiplier effect.

Project Objectives/Expected Outcomes: Our objectives are to 1) expose new audiences to agricultural careers, 2) create agricultural career resource tools, and 3) encourage more residents to live, work, and play locally. This project may generate cost savings to the community because as the agricultural industry prospers, so does the community by result of the increased economic activity, taxes paid by agriculture, and so on. We expect to change the perception people have about agricultural careers and encourage more to apply for those jobs.

Estimated number of participants/clients impacted inside and outside East-Metro Region: We intend to reach several hundred people directly through meetings, workshops, etc. Indirectly, it would be many more because we plan to create a web resource, post videos on YouTube, and share information with agents/educators across the 72 counties who in turn would share information with others. The numbers could potentially be in the thousands.

Project Timeline (include your planned activities)

During Summer 2015 – Fall 2015, the intern will visit agricultural and horticulture companies and farms, conduct interviews/acquire information about various agricultural and horticulture careers, and compile list of career mentors. We will create career resource booklet, videos, poster, web resources, and so on. We will host agricultural career workshops and participate at various job fairs, as well as reach out to career centers in the community, schools and colleges. We will present information proactively and on an as-requested basis and compile and review survey results. Finally, we will complete the grant report and submit to East Metro regional office

Evaluation Plan: Pre and post survey and one-on-one interviews will be conducted. Evaluation will include the following: increase in knowledge, changes in perception about agricultural careers, and ask if individuals are actively pursuing work in agriculture

Detailed budget breakdown: Funds will be paid in a lump-sum to the county. See attached budget.

HUMAN RESOURCES DEPARTMENT

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600



WARREN KRAFT

PHONE (920) 448-4071 FAX (920) 448-6277 WEB: <u>www.co.brown.wi.us</u>

HUMAN RESOURCES DIRECTOR

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE:	04/6/15				
REQUEST TO:	Planning, Development & Transportation Committee				
MEETING DATE:	04/27/15				
REQUEST FROM:	Warren Kraft Human Resources Director				
REQUEST TYPE:	☑ New resolution☐ Revision to resolution☐ New ordinance☐ Revision to ordinance				
	Regarding Change in Table of Organization for U.W. Extension (Workforce nt Agriculture Student Intern)				
	D INFORMATION: ffice has received funds from an East Metro U.W. Extension Resources Regional r implementation of agriculture literacy and workforce development.				
ACTION REQUESTED The addition of 0.18 Fitable of organization.	<u>D:</u> TE Workforce Development Agriculture Student Intern to the U.W. Extension				
FISCAL IMPACT: NOTE: This fiscal impact 1. Is there a fiscal im	portion is initially completed by requestor, but verified by the DOA and updated if necessary. Ipact? ☑ Yes □ No				
a. If yes, what is	the amount of the impact? \$2,496 Partial Year / \$4,992 Annualized				
b. If part of a big	gger project, what is the total amount of the project?				
c. Is it currently	budgeted? ☐ Yes ☒ No				
1. If yes, in	which account?				
2. If no, how	w will the impact be funded? Grant funded				
⊠ COPY OF RESOLU	JTION OR ORDINANCE IS ATTACHED				

Ladies and Gentlemen:

FOR U.W. EXTENSION COMMUNITY GARDEN COORDINATOR

WHEREAS, the demands on the U.W. Extension community garden program have increased as the number of new gardens to manage grows while continuing to maintain the existing gardens; and

WHEREAS, community garden program duties are currently being performed by Americorp Vista, however, Americorp's funding for this position will end in June, 2015; and

WHEREAS, to keep the growing program intact, the U.W. Extension office has submitted a request to add a 0.80 FTE Community Garden Coordinator position to manage the community garden effort and provide assistance to participants; and

WHEREAS, the cost of this position will be offset by the following: \$25,000 from the City of Green Bay; \$4,000 from the U.W. Extension East Metro Resource Management Grant; and \$14,000 in salary savings; and

WHEREAS, without the Community Garden Coordinator position, the program will need to be downsized or eliminated; and

WHEREAS, Human Resources in conjunction with the U.W. Extension office recommend the addition of 0.80 FTE Community Garden Coordinator position to the U.W. Extension table of organization.

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors, the addition of 0.80 FTE Community Garden Coordinator to the U.W. Extension table of organization; and

BE IT FURTHER RESOLVED, should the funding end, the position will end and be eliminated from the U.W. Extension table of organization.

Budget Impact:

U.W. Extension

Partial Year Budget Impact (05/01/15 – 12/31/15)	FTE	Addition/ Deletion	Salary	Fringe	Total
Community Garden Coordinator					
@ \$14.00/hour	0.80	Addition	\$14,560	\$10,783	\$25,343
Partial Year Budget Impact			\$14,560	\$10,783	\$25,343

Annualized Budget Impact	FTE	Addition/ Deletion	Salary	Fringe	Total
Community Garden Coordinator					
@ \$14.00/hour	0.80	Addition	\$21,840	\$16,174	\$38,014
Annualized Budget Impact			\$21,840	\$16,174	\$38,014

Fiscal Note: This resolution does not require an appropriation from the General Fund. The funding source for this position will be \$25,000 from the City of Green Bay, \$4,000 from the U.W. Extension East Metro Resource Management Grant, and \$14,000 in salary savings.

Respectfully submitted,
PLANNING, DEVELOPMENT &
TRANSPORTATION COMMITTEE
EXECUTIVE COMMITTEE

Approved By:			
TROY STRECKENBACH			
COUNTY EXECUTIVE			
Date Signed:			
Authored by Human Resources Approved as to form by Corporation Counsel			

BOARD OF SUPERVISORS ROLL CALL #	-
Motion made by Supervisor	
Seconded by Supervisor	

SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1				
DE WANE	2				
NICHOLSON	3				
HOYER	4				
GRUSZYNSKI	5				
HAEFS	6				
ERICKSON	7				
ZIMA	8				
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SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
LA VIOLETTE	14				
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MOYNIHAN, JR.	22				
BLOM	23				
SCHADEWALD	24				
LUND	25				
FEWELL	26				

Total Votes Cast			
Motion:	Adopted	Defeated	Tabled

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BROWN COUNTY CLASS SPECIFICATION

POSITION TITLE:

COMMUNITY GARDEN COORDINATOR

REPORTS TO:

UW EXTENSION DEPARTMENT HEAD & NUTRITION

PROGRAM COORDINATOR

LOCATION:

UW EXTENSION

JOB SUMMARY:

This position will work collaboratively with Brown County UW-Extension staff to strengthen the community garden program managed by Brown County UW-Extension. Community gardens help individuals and families get out of poverty by teaching them how to grow culturally appropriate, healthy foods. This position will be responsible for building capacity within UW-Extension as well as in neighborhoods enabling and empowering gardeners to become involved in the day-to-day operations of the gardens. Identifying educational needs and organizing educational opportunities will be another key function.

The Community Garden Coordinator will be accountable to the Brown County Nutrition Program Coordinator and the Horticulture Educator for programmatic leadership and the Brown County UW-Extension Department Head for administrative issues.

ESSENTIAL DUTIES:

Maintain and continue to build leadership within the community garden advisory committee.

Identify and follow through on leads for potential new gardens in a strategic manner.

Follow procedures and complete steps in establishing new community gardens and in maintaining existing gardens.

Build and maintain strong relationships with neighborhood associations, landowners and City of Green Bay and Brown County.

Look for opportunities to develop relationships with community gardeners, empowering them to become more involved in the day-to-day operations of gardens.

Recruit low income and diverse individuals and families to participate in community gardens.

Work with Brown County UW-Extension staff, advisory council and community partners to seek funding to sustain community garden program.

Plan, implement and evaluate educational and social events to be held on community garden sites.

Partner to increase capacity of community gardens to address food security issues impacting low income individuals and families.

Raise funds for the community garden program.

Maintain community garden website, community Garden Manual and related materials with updated information.

Promote community garden program.

Submit reports as needed.

Communicate community gardening efforts to Brown County stakeholders and residents.

NON-ESSENTIAL DUTIES:

Performs related functions as assigned.

MINIMUM QUALIFICATIONS REQUIRED:

Education and Experience:

Working on Associate or Bachelor's Degree in landscape horticulture program or related major, with experience in community development process, gardening, and program development, implementation and design, or any equivalent combination of education, training and experience which provides the necessary knowledge, skills and abilities

Licenses and Certifications:

Valid Wisconsin Driver's License

Knowledge, Skills and Abilities:

Knowledge of gardening.

Knowledge of community resources.

Knowledge of community development process.

Experience in organizing educational programs or events.

Knowledge in working with volunteers.

Ability to maintain records and prepare comprehensive reports.

Ability to establish and maintain effective working relationships with UW-Extension staff and the public

Knowledge of and ability to work with low-income individuals and families representing various

racial/ethnic populations.

Ability to assist in seeking other funds.

Exceptional communication skills.

Strong computer skills.

PHYSICAL DEMANDS:

Lifting 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10

pounds.

Intermittent standing, walking, and sitting; occasionally driving.

Using hand(s)/feet for repetitive single grasping, fine manipulation, pushing and pulling, and

operating controls.

Occasional bending, twisting, squatting, climbing, reaching and grappling.

Communicating orally in a clear manner.

Distinguishing sounds at various frequencies and volumes.

Distinguishing people or objects at varied distances under a variety of light conditions.

Withstanding temperature changes in the work environment.

This position description should not be interpreted as all-inclusive. It is intended to identify the major responsibilities and requirements of this job. The incumbents may be requested to perform job-related

responsibilities and tasks other than those stated in this description.

Revised: 04/02/15

HUMAN RESOURCES DEPARTMENT

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600



WARREN KRAFT

PHONE (920) 448-4071 FAX (920) 448-6277 WEB: www.co.brown.wi.us

DIRECTOR

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE:	04/16/15
REQUEST TO:	Planning, Development & Transportation Committee
MEETING DATE:	04/27/15
REQUEST FROM:	Warren Kraft Human Resources Director
REQUEST TYPE:	☑ New resolution☐ Revision to resolution☐ New ordinance☐ Revision to ordinance
TITLE: Resolution Garden Cod	Regarding Change in Table of Organization for U.W. Extension (Community ordinator)
been provided by Ame	D INFORMATION: J.W. Extension community garden program have increased. Assistance has ericorp Vista but this position will end in mid-June. To keep the program intact, a manage community garden effort and keep it intact.
ACTION REQUESTED The addition of 0.80 F	<u>D:</u> TE Community Garden Coordinator to the U.W. Extension table of organization.
 Is there a fiscal ima. If yes, what is If part of a big Is it currently If yes, in 	the amount of the impact? \$25,343 Partial Year / \$38,014 Annualized ger project, what is the total amount of the project? \$ budgeted? □ Yes ☒ No which account?
	w will the impact be funded? \$25,000 from the City of Green Bay; \$4,000 from Extension East Metro Resource Management Grant; \$14,000 in salary savings
	JTION OR ORDINANCE IS ATTACHED

10)

Ladies and Gentlemen:

RESOLUTION CONFIRMING BROWN COUNTY'S OPPOSITION TO THE LEGALIZATION OF MARIJUANA IN THE STATE

WHEREAS, marijuana is classified as a controlled substance under Wisconsin State Statutes (Schedule I Uniform Controlled Substance Act) and federal law (Schedule I of the Controlled Substances Act) and is currently defined as having no accepted medical use in the United States, a lack of accepted safety for use under medical supervision and a high potential for abuse; and;

WHEREAS, marijuana should be subject to the same research, evaluation, analysis and study as any other potential medicine, under the standards of the U.S. Food and Drug Administration (FDA); and;

WHEREAS, tetrahydrocannabinol (THC) is only one of over 400 chemicals found in the marijuana plant; and;

WHEREAS, the THC levels in marijuana have been steadily increasing over the decades, exposing the user to higher concentrations of TCH with greater chance of adverse or unpredictable reactions; and;

WHEREAS, excessive marijuana use is harmful to the adolescent brain, effecting the parts of the brain that influence pleasure, memory, thinking, concentration, sensory and time perception, and coordinated movement; and;



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WHEREAS, excessive marijuana use alters the brain's neurons and causes both shortterm and long-term negative effects interfering with the brain's normal development and function; and;

WHEREAS, marijuana use reduces inhibitions and can lead to unsafe behavior, distorted perception, impaired coordination, and can cause difficulty with thinking, problem solving and difficulty with learning and memory; and;

WHEREAS, marijuana use causes drivers of motor vehicles to be impaired with slower reaction times, impaired judgment and problems responding to signals and sounds; and;

WHEREAS, teens who smoke marijuana regularly can see an 8 point drop in IQ by the time they reach 38 putting a person of average intelligence into the lowest third of the IQ range; and;

WHEREAS, marijuana use can lead to high school dropout and failure in college; and;

WHEREAS, the number of marijuana related emergency room visits increased by 52% between 2004 and 2011.

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors, that Brown County does not support the legalization of marijuana in the state; and;

BE IT FURTHER RESOLVED that this resolution be sent to Wisconsin State Legislators, the Wisconsin Counties Association (WCA) and all other Counties in the state.

Respectfully submitted,

PUBLIC SAFETY COMMITTEE

index .

Approved by:	
COUNTY EX	KECUTIVE
Date Signed:	
Final Draft A	oproved as to form by Corporation Counsel
Fiscal Note:	This resolution does not require an appropriation from the general fund

BOARD OF SUPERVISORS ROLL CALL #____

Motion made by Supervisor

Seconded by Supervisor ____

SUPERVISOR NAMES	DIST.#	AYES	NAYS	ABSTAIN
SIEBER	1		,	
DE WANE	2			
NICHOLSON	3			
HOYER	4			
GRUSZYNSKI	5			
HAEFS	6			
ERICKSON	7			
ZIMA	8			
EVANS	9			
KAYE	10			
BUCKLEY	11			
LANDWEHR	12			
DANTINNE, JR	13			

SUPERVISOR NAMES	DIST.#	AYES	NAYS	ABSTAIN
LA VIOLETTE	14			
KATERS	15			
KASTER	16			
VAN DYCK	17			
JAMIR	18			
ROBINSON	19			
CLANCY	20			
CAMPBELL	21			
MOYNIHAN, JR	22			
BLOM	23			
SCHADEWALD	24			
LUND	25			
FEWELL	26			

Total Votes C	ast			
Motion:	Adopted	Defeated	Tabled	

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TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies & Gentlemen:

RESOLUTION REGARDING BROWN COUNTY CLASSIFICATION SALARY RANGE

WHEREAS, Sections 4.45 through 4.48 of the Brown County Code provide for a classification and compensation plan for Brown County employees; and

WHEREAS, the current classification and compensation plan was implemented in 2001. In 2002, the step increases in the plan were frozen; and

WHEREAS, since the implementation of the plan, there have been differences in annual adjustments between represented positions and non-represented positions, creating compensation inequities and compression issues; and

WHEREAS, Human Resources completed a comparison of all county positions with market and/or other comparable county positions ensuring internal and external equity; and

WHEREAS, Human Resources has reviewed the job duties of all positions and placed them into specific classification specifications; and

WHEREAS, as an initial step to pay market rate, Human Resources recommends adopting the attached Brown County Classification Salary Range.

NOW, THEREFORE, BE IT RESOLVED, by the Brown County Board of Supervisors that the attached Brown County Classification Salary Range be approved effective May 1, 2015.

BE IT FURTHER RESOLVED that the current department budget will not be affected by the adoption of this resolution.

Respectfully submitted,

EXECUTIVE COMMITTEE

FISCAL NOTE: This resolution does not require an appropriation from the General Fund. This resolution changes the County's wage compensation plan from steps to a salary range.

Approved I	Зу:		·	J	•	1	7			3		
TROY STR					 (:							
Date Signed	1:											
Submitted to Approved a				ation Co		SODS #	DLL CALL #					
				Motion ma	ade by Superv	isor		= - =				
SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED		SUPERVISORS	DIST.	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1						LA VIOLETTE	14				
DE WANE	2						KATERS	15				
NICHOLSON	3		-				KASTER	16				
HOYER	4						VAN DYCK	17				
GRUSZYNSKI	5						JAMIR	18				
HAEFS	6						ROBINSON	19				
ERICKSON	7						CLANCY	20				
ZIMA	8						CAMPBELL.	21				
EVANS	9						140101711411 70	22				
KAYE	10						MOYNIHAN, JR.					
BUCKLEY	11						MOYNIHAN, JR. STEFFEN	23				1
LANDWEHR								24				
	12						STEFFEN					

Total Votes Cast

Adopted _____ Defeated ____ Tabled __

BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

		NODOO	Annual	W - T- T- T- T-			
Pay Grad	The state of the s	Minimum	Midpoint	- Maximum	Minimum	Hourly	Maximum
	BENCHMARK POSITIONS						
1	OPEN	\$90,125	\$112,656	\$135,187	\$43,33	\$54.16	C4 00
		400,120	ψ112,000	Ψ100,107	ψ40,33	φ54,10	\$64.99
2	Corporation Counsel	000.040			1		
	Director of Administration	\$83,816	\$104,770	\$125,724	\$40.30	\$50.37	\$60.44
	Director of Human Services				1		
		1			·		
3	Airport Director	677.040	CO7 400	C440.000			
	Chief Information Officer	\$77,949	\$97,436	\$116,923	\$37.48	\$46.84	\$56.21
	Director of Port and Resource Recovery						
	Director of Public Works	1					
		l l					
4	Advanced Practice Nurse Prescriber	\$72,492	\$90,616	\$108,739	\$34.85	\$43.57	\$52.28
	Director of NEW Zoo and Parks		,	,,	Ψ01.00	Ψ-10.01	φυ2.20
	Human Resources Manager Human Services Administrator						
	- Commission Administrator	·					
-	O						
5	Court Commissioner Deputy Assistant Corporation Counsel	\$67,418	\$84,272	\$101,127	\$32.41	\$40.52	\$48,62
	Director of Nursing (Hospital)						
	Director of Public Safety Communications						
	Engineering Services Manager	l.			,		
	Finance Manager Planning Director						
	Psychologist						
		i e					- 1
6	Director of Public Health						
ŭ	Director, Child Support Program	\$62,699	\$78,373	\$94,048	\$30.14	\$37.68	\$45.22
	Highway Operations Manager						
		ı		1			
7	Assistant Corporation Counsel						
	Change Management Facilitator	\$58,310	\$72,887	\$87,465	\$28.03	\$35.04	\$42.05
	Chief Medical Examiner	-			•		
	Financial Supervisor						
	Network Architect Nursing Supervisor						
	Public Health Supervisor						
	Senior Civil Engineer						
8	Applications Supervisor	2=1.000					
_	Assistant Director of Public Safety Communications	\$54,228	\$67,785	\$81,342	\$26.07	\$32.59	\$39,11
	Building Services Superintendent						
	Clinical Therapist County Conservationist	Į					
	Emergency Management Coordinator						
	Environmental Health & Lab Supervisor						
	Fleet Superintendent						
	Golf Course Superintendent Human Services Manager	l .					
	Museum Director						
	Operations Manager						
9	Animals Curator	450 400					
	Civil Engineer	\$50,432	\$63,040	\$75,648	\$24.25	\$30.31	\$36.37
	Economic Services Support Coordinator						
	Environmental Health Sanitarian						
	Highway Operations Superintendent Human Services Supervisor						
	Project Manager						
	Public Health Nurse			1			ì
18	Register in Probate						8
	Registered Nurse Risk Specialist						
	Senior Financial Analyst						
	Senior Planner			ľ			
1	√eteran's Services Officer			ı			1
	•						

BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES

NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

ay Grac	Job Title	Minimum	Annual Midpoint	Maximum	Mini	Hourly	
	BENCHMARK POSITIONS	INITITITITI	wiapoint	Waximum	Minimun	n Midpoin	t Maximun
		i i		1			
10	Benefits & Payroll Coordinator				į.		
	Business Development Analyst	\$46,902	\$58,627	\$70,353	\$22.55	\$28.19	\$33.82
	Community Health Educator				N		
	Electrician (Master)				ı		
	Financial Analyst				N.		
	Internal Auditor Operations and Maintenance Supervisor						
	Purchasing Specialist						
					ľ		
11	Building Services Supervisor	1					
• • •	Child Support Supervisor	\$43,619	\$54,523	\$65,428	\$20.97	\$26.21	\$31.46
	Clinical Lab Services Supervisor						
	Corrections Corporal						
	Economic Support Supervisor				l l		
	Health Information Services Coordinator Senior Human Resource Generalist				į.		
	Nutritional Services Coordinator				1		
	Operations Supervisor				Į.		
	Planner				A .		
	Property Lister						
	Shelter Care Supervisor			- 1			
					1		
12	Chief Deputy Clerk	\$40,565	\$50,707	\$60,848	\$19.50	TO 4 00	
	Conservation Specialist	Ψ+0,000	Ψ50,707	ψ00,046	\$19.5U	\$24.38	\$29.25
	Education Specialist Electrician (Journey)			-			
	Engineering Technician						
	GIS Specialist						
	Land Use Specialist						
	Maintenance Service Mechanic II						
	Medical Technologist Museum Specialist						
	Programmer Programmer	N I					
	Radio Communications Specialist						
	Recreation Therapist	· ·					
	Resource Recovery Specialist						
	Social Worker Substance Abuse Counselor						
	Systems Specialist				1		
	Victim/Witness Coordinator						
13	Airport Operations Officer			- 1			
	Correctional Officer	\$37,726	\$47,157	\$56,589	\$18.14	\$22.67	\$27.21
	Court Reporter			1			
	Data Telecommunications Specialist						
	GIS & Database Analyst Human Resources Generalist						
	Law Clerk						
	Maintenance Service Mechanic I						
	Mechanic	- 1					
	Media Technician						
	Network Support Specialist Paralegal						
	Park Services Specialist			1)
,	Property Listing Specialist			1			
	Telecommunications Operator II						
2	Zookeeper						
				l l			
1 /	Administrative Assistant II	\$25.00E	Ø40.050	ECO 600	#40 ==		
(Certified Occupational Therapist Assistant	\$35,085	\$43,856	\$52,628	\$16.87	\$21.08	\$25.30
	Department Assistant						
E	Emergency Management Specialist	II.					
	Food Service Supervisor Guest Services Coordinator						
H	deavy Equipment Operator			N.			
	ab Technician						
	egal Assistant						

BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES

NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

Pay Grad	io Pro-mo	1100 M N 1 F S	Annual		7.1177	Hourly	
ay Grad	Job Title BENCHMARK POSITIONS	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	DENORMARK POSITIONS	10					
	Licensed Practical Nurse				l.		
	Network Support Clerk	-					1
	Payroll Specialist				II.		
	Registered Heath Information Tech (RHIT)				N.		
	Telecommunications Operator I				ľ		- 1
	operator i						
		No.			V.		
15	Child Support Specialist	\$32,629	\$40,786	\$48,944	¢45.00		
	Operations Assistant	Ψ02,029	φ40,700	ψ40,9 4 4	\$15,69	\$19.61	\$23,53
	Victim/Witness Program Assistant						
16	Account Clerk						
	Deputy Medical Examiner	\$30,345	\$37,931	\$45,518	\$14.59	\$18.24	\$21.88
	Economic Support Specialist						
	Fraud Investigator Aide						
	Maintenance Services Associate						
	The second of th	l l					
17	Administrative Assistant I	\$28,221	\$35,276	E42 224	P40.57	0.40.00	
	Human Services Support Specialist	Ψ20,221	φ35,276	\$42,331	\$13,57	\$16.96	\$20,35
	Youth Care Worker						
18	Open	\$26,245	\$32,807	\$39,368	\$12.62	\$15.77	\$18.93
19	Certified Nursing Assistant	\$24,408	\$30,510	\$36,612	\$11.73	\$14.67	\$17.60
	Cook	42.11.00	ψου,υτο	Ψ00,012	\$11.75	Φ14 <u>.</u> 07	\$17.60
20	Administrative Clerk	\$22,700	\$00.2 7 5	004.050		1.	
	Assistant Zookeeper	\$22,700	\$28,375	\$34,050	\$10.91	\$13.64	\$16.37
	Building Services Associate	<mark>i</mark> :					
							1
21	OPEN	PO4 444	# 00 000	#04.000			
	· ·	\$21,111	\$26,388	\$31,666	\$10.15	\$12.69	\$15.22
20	D. 1107	*		- 1			
22	Bailiff	\$19,633	\$24,541	\$29,449	\$9.44	\$11.80	\$14.16
	Food Service Associate						*******
22	Harbard A. A. A.						F.
23	Husbandry Assistant	\$18,259	\$22,823	\$27,388	\$8,78	\$10.97	\$13:17
24	Guest Services Associate	£46.004	604.000	#05 474			
		\$16,981	\$21,226	\$25,471	\$8.16	\$10.20	\$12.25
	Minimum and maximum values are calculated ±/- 20% around midpo	int					

Minimum and maximum values are calculated +/- 20% around midpoint Progression between midpoints 7%.

HUMAN RESOURCES DEPARTMENT

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WI 54305-3600



WARREN P. KRAFT

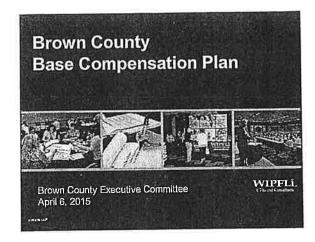
PHONE (920) 448-4071 FAX (920) 448-6277 WEB: <u>www.co.brown.wi.us</u>

DIRECTOR

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE:		03/31/15		
REQU	EST TO:	Executive Committee		
MEETI	NG DATE:	04/06/15		
REQUE	EST FROM:	Warren Kraft Human Resources Direc	ctor	
REQUE	EST TYPE:	☑ New resolution☐ New ordinance	☐ Revision to resolution☐ Revision to ordinance	
TITLE:	Resolution F	Regarding Brown County	Classification Salary Range	
ISSUE/	BACKGROUN	D INFORMATION:		
county placed determi ACTIOI	positions ensu into specific cla ned. N REQUESTED	ring internal and external assifications D:	county positions with market al equity. As a result of this and the Brown County Classif	study, all positions were ication Salary Range was
FISCAL	- IMPACT:			
		portion is initially completed t	by requestor, but verified by the DOA	A and updated if necessary.
1. ls t	here a fiscal im	pact? □ Yes ☒ N	0	
a.	If yes, what is	the amount of the impac	t?	
b.	If part of a big	ger project, what is the to	otal amount of the project?	\$
c.	Is it currently	budgeted? ☐ Yes	□ No	
	1. If yes, in	which account?		
	2. If no, how	v will the impact be funde	ed?	

☒ COPY OF RESOLUTION OR ORDINANCE IS ATTACHED



Project Overview

- Objectives of a Compensation Plan
- Plan Design Process (Completed)
 - Internal Equity Analysis
 - · Point Factor Evaluation Method
 - External Market Analysis
 - · 67 Benchmark Positions
 - External Market Data
 - Salary Structure Development
 - Benchmark Positions
 - · Slotted Jobs
- Comparative Ratio Analysis
- Steps After Salary Structure is Approved

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Objectives of a Base Compensation Plan

- Pay salaries equitable for work being performed
- Ensure equitable pay across departmental lines
- Attract and retain qualified employees
- Minimize inconsistent administration of pay
- Ensure wages are comparable within the market you compete with for employees

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Process	
Created a County Project Team (Brown County) Created Classification Specifications (Project	
Team) Performed an internal equity analysis (Project Team)	
Conducted an external market analysis (Wipfli) Designed a salary structure (Wipfli)	
Conducted a comparative ratio analysis (Wipfli)	
WIDEI	
Created Classification Specifications (Class Specs)	3
Position Description Questionnaires submitted by departments specifying actual duties	
Like positions lumped into same Class Spec A point factor evaluation system was applied to	
each Class Spec which determined internal equity points	¥
Factors used: - Skills - education and experience - Responsibilities - scope/level,	
leadership/administrative, public/customer relations, budget impact, and complexity/impact – Effort – physical exertion/environmental hazards	
- Enort - physical exertion/environmental nazards	
Internal Equity Analysis	
Conducted an internal equity analysis to determine the relative value of each position to	
other positions within the County on the basis of compensable factors.	***
 The internal equity analysis was conducted by the County Project Team for all positions, then reviewed by Wipfli. 	
The result of the analysis was a ranking of the Class Specs starting from the position with the	
top number of points to the position with the bottom number of points.	

WIPFLL

External Market Analysis

- An external market analysis determined the market value of each Class Spec by comparing it to published compensation survey data and wage data for comparable counties. (Outagamie, Winnebago and Racine)
- For each benchmark Class Spec, a midpoint was calculated using this survey and other county wage data.
- Used the functions of the Class Spec to match the survey data, not job title.

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7727	Control Control		\$ 32.20	20 N 1
Translation	Contract Con	Discussion	CONTRACTOR OF THE PARTY OF THE	PROPERTY NAMES OF

Designing the Salary Structure

- The salary structure design was created utilizing the Internal Equity Analysis and External Market Analysis.
- Typically, the External Market Analysis will be the primary consideration for the development and placement of positions within the salary structure.
- The benchmark positions were sorted and grouped by external market value with like midpoints grouped together.

WIFEL

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Brown County Salary Structure

- The salary structure begins with the top paid position. Subsequent ranges are then developed on the basis of the remaining pay groups.
- Brown County has a 7% progression between midpoints of each pay grade.
- Each pay grade is 20% +/- the midpoint.
- All Class Specs were incorporated into the salary structure.
 - Benchmark positions (67 Class Specs 969 employees)
 - Slotted positions (77 Class Specs 309 employees)

WIPPL

Brown County Salary Structure

- Preliminary salary structure reviewed to determine if the pay groups made sense within the County.
- Considered the Internal Equity Analysis and made any necessary adjustments on the basis of the relative value of the positions within the County.
 - Internal equity is considered if the value of the position internally differs from the external market or if external market data is unavailable.

WIPFLI

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Comparative Ratio Analysis

This analysis allows the County to determine where current rates of employee pay fall in relationship to the newly established salary structure midpoints.

- Brown County's average compa-ratio is 102%.
 This is the average compa-ratio of all Brown County employees.
- · Pay grades 1-11 had a compa-ratio of 98%
- Pay grades 12-23 had a compa-ratio of 103%

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BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES

Pay Grad	g Joh Title	Minimum	Annual			Hourly	
ray Grau	e Job Title BENCHMARK POSITIONS	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
1	OPEN	\$90,125	\$112,656	\$135,187	\$43,33	\$54.16	\$64,99
2	Corporation Counsel Director of Administration	\$83,816	\$104,770	\$125,724	\$40.30	\$50,37	\$60,44
	Director of Human Services						
3	Airport Director Chief Information Officer Director of Port and Resource Recovery Director of Public Works	\$77,949	\$97,436	\$116,923	\$37.48	\$46.84	\$56,21
4	Advanced Practice Nurse Prescriber Director of NEW Zoo and Parks Human Resources Manager Human Services Administrator	\$72,492	\$90,616	\$108,739	\$34.85	\$43.57	\$52,28
5	Court Commissioner Deputy Assistant Corporation Counsel Director of Nursing (Hospital) Director of Public Safety Communications Engineering Services Manager Finance Manager Planning Director Psychologist	\$67,418	\$84,272	\$101,127	\$32.41	\$40.52	\$48,62
6	Director of Public Health Director, Child Support Program Highway Operations Manager	\$62,699	\$78,373	\$94,048	\$30,14	\$37,68	\$45,22
7	Assistant Corporation Counsel Change Management Facilitator Chief Medical Examiner Financial Supervisor Network Architect Nursing Supervisor Principle Planner Public Health Supervisor Senior Civil Engineer	\$58,310	\$72,887	\$87,465	\$28.03	\$35.04	\$42.05
8	Applications Supervisor Assistant Director of Public Safety Communications Building Services Superintendent Clinical Therapist County Conservationist Emergency Management Coordinator Environmental Health & Lab Supervisor Fleet Superintendent Golf Course Superintendent Human Services Manager Museum Director Operations Manager	\$54,228	\$67,785	\$81,342	\$26.07	\$32.59	\$39.11
9	Animals Curator Civil Engineer Economic Services Support Coordinator Environmental Health Sanitarian Highway Operations Superintendent Human Services Supervisor Project Manager Public Health Nurse Register in Probate Registered Nurse Risk Specialist Senior Financial Analyst Senior Planner Veteran's Services Officer	\$50,432	\$63,040	\$75,648	\$24,25	\$30,31	\$36,37

BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES

Pay Grade	Job Title	Minimum	Annual Midpoint	Maximum	Minimum	Hourly Midpoint	Maximum
Tay Grade	BENCHMARK POSITIONS					Maria Maria Maria	
10	Benefits & Payroll Coordinator Business Development Analyst Community Health Educator Electrician (Master) Financial Analyst Operations and Maintenance Supervisor Purchasing Specialist	\$46,902	\$58,627	\$70,353	\$22,55	\$28.19	\$33.82
11	Building Services Supervisor Child Support Supervisor Clinical Lab Services Supervisor Conections Corporal Economic Support Supervisor Health Information Services Coordinator Nutritional Services Coordinator Operations Supervisor Planner	\$43,619	\$54,523	\$65,428	\$20.97	\$26,21	\$31,46
	Senior Human Resource Generalist Shelter Care Supervisor	l.					
12	Chief Deputy Clerk Conservation Specialist Education Specialist Electrician (Journey) Engineering Technician Maintenance Service Mechanic II Medical Technologist Museum Specialist Programmer Radio Communications Specialist	\$40,565	\$50,707	\$60,848	\$19,50	\$24.38	\$29.25
	Recreation Therapist Resource Recovery Specialist Social Worker Substance Abuse Counselor Systems Specialist Telecommunications Operator III Victim/Witness Coordinator						
13	Airport Operations Officer Correctional Officer Court Reporter Data Telecommunications Specialist GIS & Database Analyst Human Resources Generalist Law Clerk Maintenance Service Mechanic I Mechanic Media Technician Network Support Specialist	\$37,726	\$47,157	\$56,589	\$18.14	\$22.67	\$27.21
	Paralegal Park Services Specialist Property Listing Specialist Telecommunications Operator II Zookeeper						
14	Administrative Assistant II Certified Occupational Therapist Assistant Department Assistant Emergency Management Specialist Food Service Supervisor Guest Services Coordinator Heavy Equipment Operator Lab Technician Legal Assistant Licensed Practical Nurse Network Support Clerk Payroll Specialist Registered Heath Information Tech (RHIT)	\$35,085	\$43,856	\$52,628	\$16.87	\$21.08	\$25,30
	Telecommunications Operator I						
15	Child Support Specialist	\$32,629	\$40,786	\$48,944	\$15,69	\$19.61	\$23.53

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BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES

		To y The same	Annual	T		Hourly	
Pay Grade	Job Title	Minimum -	Midpoint	Maximum	Minimum	Midpoint	Maximum
	BENCHMARK POSITIONS	1					
				1			
	Operations Assistant						
	Victim/Witness Program Assistant	1					
16	Account Clerk	\$30,345	\$37,931	\$45,518	\$14.59	\$18.24	\$21.88
, •	Deputy Medical Examiner	ψου,υπο	φον,σον	Ψ40,010	Ψ14.00	Ψ10.24	Ψ21.00
	Economic Support Specialist						
	Fraud Investigator Aide				1		- 1
	Maintenance Services Associate			I	1		- 1
4=	Administrative Action to						
17	Administrative Assistant I Human Services Support Specialist	\$28,221	\$35,276	\$42,331	\$13.57	\$16.96	\$20.35
	Youth Care Worker	ı					
	Touth Care Worker				1		- 1
		l l			N.		
18	Open	\$26,245	\$32,807	\$39,368	\$12.62	\$15.77	\$18.93
					i i		· .
19	Administrative Clerk	\$24,408	\$30,510	\$36,612	\$11.73	\$14,67	\$17.60
	Certified Nursing Assistant Cook						
	COUR				į.		
		ı		- 1			1
20	Assistant Zookeeper	\$22,700	\$28,375	\$34,050	\$10.91	\$13.64	\$16.37
	Building Services Associate						
					Į.		
0.4	0.0514						
21	OPEN	\$21,111	\$26,388	\$31,666	\$10,15	\$12.69	\$15.22
				- 1			
22	Bailiff	\$19,633	\$24,541	\$29,449	\$9.44	\$11,80	\$14.16
46	Food Service Associate	\$19,000	φ 24, 541	φ29, 44 9	ф9.44	\$11,00	\$14.10
		1		1			
23	Husbandry Assistant	\$18,259	\$22,823	\$27,388	\$8.78	\$10.97	\$13.17
				- 1	N .		
0.4	Curet Centers Associate		401.005				
24	Guest Services Associate	\$16,981	\$21,226	\$25,471	\$8.16	\$10.20	\$12.25
		9			1		

Minimum and maximum values are calculated +/- 20% around midpoint Progression between midpoints 7%

ıng	y Job ge Title	Dept	Min	Mid Point	Address	Compa		Impact of Financial	
1	BENCHMARK POSITIONS OPEN	Серс				Ratio*	Comment	Adjustment	Q
			\$46.04	\$54.16	\$64.99	-			
2	Corporation Counsel	Corporation Counsel	0.40.00						-
-	Director of Administration Director of Human Services	Administration	\$40.30	\$50.37 \$50.37	\$60.44	102% 95%			
	Director of Human Services	Human Services	\$40.30	\$50.37	\$60.44	102%			+
_									+
3	Airport Director Chief Information Officer	Airport	\$37.48	\$46.84	\$56.21	86%			
	Director of Port and Recourse Deserved	Technology Services	\$37.48	\$46.84	\$56.21	102%			⊢
-	Director of Public Works	Port & Resource Recovery Public Works	\$37.48	\$46.84	\$56.21 \$56.21	94%			
_			401.10	\$10.04	\$50,21	10476			+-
	Advanced Practice Nurse Prescriber	Human Services	\$34.95	\$43.57	\$50.00	108%			
	Advanced Practice Nurse Prescriber Director of NEW Zoo and Parks	Human Services	\$34.85	\$43.57	\$52.28	108%			-
	Human Resources Manager	NEW Zoo & Parks Human Resources	\$34.85	\$43.57	\$52.28	90%			-
-	Human Services Administrator	Human Services	\$34.85	\$43.57 \$43.57	\$52.28	90%			
				- 10.01	402.20	3470			-
-	Court Commissioner Court Commissioner	Circuit Courts	\$32.41	\$40.52	¢40.00	4000/			
-	Court Commissioner	Circuit Courts	\$32.41	\$40.52	\$48.62	100%			
	Court Commissioner	Circuit Courts Circuit Courts	\$32.41	\$40.52	\$48.62	92%			H
	Deputy Assistant Corporation Counsel	Corporation Counsel	\$32.41	\$40.52 \$40.52	\$48.62	88%			
	Director of Nursing (Hospital) Director of Public Safety Communications	Human Services	\$32.41	\$40.52	\$48.62	83%			
	Engineering Services Manager	Public Safety Communications Public Works	\$32.41	\$40.52	\$48.62	105%			-
	Finance Manager Planning Director	Administration	\$32.41	\$40.52 \$40.52	\$48.62	92%			
	Psychologist	Planning	\$32.41	\$40.52	\$48.62	103%			
1		Human Services	\$32.41	\$40.52	\$48.62	103%			
1	Director of Public Health				-	_			
t	Director, Child Support Program	Health Child Support	\$30.14	\$37.68	\$45.22	103%			-
1	Highway Operations Manager	Public Works	\$30.14 \$30.14	\$37.68 \$37.68	\$45.22	99%			-
t			000.14	φ57.00	\$45.22	99%			_
	Assistant Corporation Counsel	Corporation Counsel	000.00						-
ľ	Assistant Corporation Counsel Assistant Corporation Counsel	Corporation Counsel	\$28.03 \$28.03	\$35.04	\$42.05	102% 102%			
12	Assistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05	90%			_
12	Assistant Corporation Corment	Corporation Counsel Corporation Counsel	\$28.03	\$35.04	\$42.05	89%			
K	Assistant Corporation Counsel Change Management Facilitator	Corporation Counsel	\$28.03 \$28.03	\$35.04	\$42.05	88%			
K	Chief Medical Examiner	Human Resources	\$28.03	\$35.04	642.05	00 70			_
F	mancial Supervisor	Medical Examiner Administration	\$28.03 \$28.03	\$35.04	\$42.05	95%			
	letwork Architect	Technology Services	\$28.03	\$35.04	642.05	97%			
ħ	luming Supervisor	Human Services Human Services	\$28.03	\$35.04	42.05				-
P	rublic Health Supervisor rublic Health Supervisor	Health	\$28.03 \$28.03	35.04	42.05	101%			
	rincipal Planner	Health	\$28.03	35.04	42.05	90%			
	rincipal Planner	Planning Planning	\$28.03	35.04	42.05	01%			-
	enior Civil Engineer enior Civil Engineer	Public Works	\$28.03 \$ \$28.03 \$	35.04	42.05	87% 95%			
	September Serial Control	Public Works	\$28.03	35.04	42.05	87%			
	The Control of the Co								_
M S	pplications Supervisor ssistant Director of Public Safety Communications	Technology Services	\$26.07	32.59 5	39 11 1	10%			
21,	Jilding Services Superintendent	Public Safety Communications Public Works	\$26.07 \$	32.59 \$	39.11 1	07%			
Ц	inical Therapist	Human Services	\$26.07 \$ \$26.07 \$	32.59 \$	39.11 1	07%			
	inical Therapisi	Human Services	\$26.07 \$	32.59 \$	39.11	36%			_
	inical Therapist	Human Services Human Services	\$26.07 \$	32.59 \$	39.11	39%			
	inical Therapist	11	\$26.07 \$ \$26.07 \$	32.59 \$		35% 35%			
1	nical Thoranist	Human Services	\$26.07 \$	32.59 \$		2%			
ili P	nical Therapist	Human Services	\$26.07 \$	32.59 \$	39.11 8	15%			
H	nical Thoranist	Human Services	\$26.07 \$ \$26.07 \$	32.59 \$		00%			- 3
H	nical Therapist	numan Services	\$26.07 \$3	32.59 \$	39.11 1	01%			- 5
H	nical Therapist	numan Services	\$26.07 \$	32.59 \$	39.11 1	01%			- 3
	nical Therapiet	Human Services	\$26.07 \$3 \$26.07 \$3	32.59 \$		01%			- 3
hi	nical Therapist	Human Services	\$26.07 \$3	32.59 \$3	19 11	7.70			3
	Trustalfust	numan Services	\$26.07 \$3	32.59 \$3	9.11 8	5%			1
OI	inty Conservational	Human Services	\$26.07 \$3 \$26.07 \$3	32.59 \$3 32.59 \$3	9.11 10	11%			3
	THE PARTY OF THE P		\$26.07 \$3	32.59 \$3	west 1 H	1.70			- 3

	Job		light the	Mid			Comp		Impact of Financial Adjustment	Quin
/ 30	Title	Dept	Min	Point		Max	Ratio	Comment	Adjustment	No. Comp.
1	ENCHMARICPOSITIONS	Public Safety Communications	\$26.07	\$32.59	9 9	39.11	89%			2
E	mergency Management Coordinator		\$26.07	\$32.5	9 9	39.11	98%			3
E	nvironmental Health & Lab Supervisor	Health Public Works	\$26.07	\$32.59	9 9	39.11				-
F	leet Superintendent		\$26.07	\$32.5	9 8	39.11	99%			3
1	Golf Course Superintendent	Golf Course	\$26.07	\$32.5	9 9	39.11				4
i	ioman Services Manager	Human Services	\$26.07	\$32.5	9 5	39.11	104%			3
	fornati Services Manager	Human Services	\$26.07	\$32.5	9 5	39.11	113%			4
	faman Servicos Manager	Human Services	\$26.07	\$32.5	9 5	39.11	105%			4
	Museum Director	Museum	\$26.07	\$32.5	9 5	539,11	105%	Ď.		4
	Operations Manager	NEW Zoo & Parks Port & Resource Recovery	\$26.07	\$32.5	9 1	39.11	99%			3
1	Operations Manager		\$26.07	\$32.5	0	539.11	1049			1
	Operations Manager	Airport	\$20.07	Φυ2υ	9	20011	13.0			
4							-			-
+	Animals Curator	NEW Zoo & Parks	\$24.25	\$30.3	1	\$36.37	84%		\$676	
		Public Works	\$24.25	\$30.3	1	\$36.37		below minimum	9010	
	Civil Engineer	Land and Water Con	\$24.25	\$30.3	1	\$36.37	81%			
	Civil Engineer	Land and Water Con	\$24.25	\$30.3	11	\$36.37	81%			-
_ !	Civil Engineer	Human Services	\$24.25	\$30.3	31	\$36.37	98%			
	conomic Services Support Gooddinator	Health	\$24.25	\$30.3	11	\$36.37	1009			_
	pvironmental Health Sanitanian	Health	\$24.25	\$30.3	31	\$36.37	99%	0		
	nyaronmental) fealth Sanitanan	Health	\$24.25	\$30.3	31	\$36.37				
1	ovironmental Health Sanitanao		\$24.25	\$30.3	31	\$36.37	99%	ó		+
	regroungulat Health Sanitanan	Health	\$24.25	\$30	31	\$36.3	989			
	Environmental Health Sandanan	Health	\$24.25	\$30.3	31	\$36.3	7 989			
	Environmental Health Sambrian	Health	\$24.25	\$30	31	\$36.3	107			
-1	Highway Operations Superintendent	Public Works	\$24.25	\$30.	31	\$36.3	7 107			
	Highway Operations Superintendent	Public Works	\$24.25	\$20.	1	\$36.3	7 107			
	Highway Operations Superintendent	Public Works	\$24.25	\$30.	34	\$36.3	7 110			
-1	Francia Services Supervisor	Human Services	\$24.25	630.	24	420.3	7 110	*		
	Framan Sorvices Sopervisor	Human Services	\$24.25	\$30.	21	\$30.3	7 400	0,4		1
-	Formati Services Supervisor	Human Services	\$24.25	\$30.	57	\$3b.3	7 440	70		+-
-	Isaman Services Supervisor	Human Services	\$24.25	\$30.	37	\$36.3	7 110			+
-	Human Services Supervision	Human Services	\$24.25	\$30.	31	\$36.3	7 100			+
- 1	Human Services Supervisor	Human Services	\$24.25	\$30.	31	\$36.3	7 100			
_	Human Services Supervisor	Human Services	\$24.25	\$30.	31	\$36.3	7 101			-
_	Hallon Strain Strain Strain	Human Services	\$24.25	\$30.	31	\$36.3	7 101			
	Human Services Supervisor	Human Services	\$24.25	\$30.	31	\$36.3	7 104	%		
	Human Services Separvisor	Human Services	\$24.25	\$30.	31	\$36.3	7			
	Burnan Services Supervisor		\$24.25	\$30.	31	\$36.3	7 126	% al or above maximum		
	Project Manager	Technology Services	\$24.25	\$30	31	\$36.3				
	Project Manager	Technology Services	\$24.25	\$30.	31	\$36.3	7			
	Project Manager	Technology Services	\$24.25	\$30.	31	\$36.3		2%		
	Project Manager	Administration	\$24.20	\$30	31	\$36.3				
	Public Health Norse	Health	\$24.25 \$24.25	\$30	31	\$36.3				
	Public Flexitti Maria	Health	\$24.20 \$24.20	\$30	21	\$36.3				
	Folia Fleath Norte	Health	004.2	\$30	24	\$36.3				
	Public Houlds Marie	Health	524.2	\$ \$30	24	000.0				
_	Pople Health Noise	Health		\$30	.31	\$30.0	37 100			
-	Papit Health Nacsa	Health	\$24.2	5 \$30	.31	\$36.3	100			_
-	Public 140/80 (Musto)	Health	\$24.2	5 \$30	.31	\$36.3	37 100			_
_	Coble Health Norad	Health		5 \$30	.31	\$36.3	37 10			-
_	Pania Benith Direc	Health	\$24.2	5 \$30	.31	\$36.3	37 10			_
_	Parlie Francisco	Health	\$24.2	5 \$30	.31	\$36.	37 10			-
_	Public Health Musse	Health	\$24.2	5 \$30	.31	\$36.	37 10		-	-
_	1 (10.10)	Health	\$24.2	5 \$30	.31	\$36.3	37 99			_
_	Public Health Nueso	Health	\$24.2	5 \$30	.31	\$36.	37 10	0%		
_	Proble Health Blurro	Circuit Courts	\$24.2	5 \$30	.31	\$36.	37 10	7%		
_	Register in Probate	Human Services	\$24.2	5 \$30	.31	\$36.	37 9	1%		
_	Registered Morse	Human Services	\$24.2	5 \$30	.31	\$36.	37 99	9%		
	Fragistered Morse	Human Services	\$24.2	5 \$30	1.31	\$36.	37 96	5%	14	
	Fingistered Norse		\$24.2	5 \$30	31	\$36	37 96	3%		
	Registered Notice	Human Services	\$24.2	5 \$30	31	\$36	37 9	1%		
	Registered Norse	Human Services	004.2	5 \$30	24	636	37 8	5%		
	Registered Norse	Human Services	524.2	5 \$30	24	930.	37 0	5%		
_	Risgesternal Mainsa	Human Services	\$24.2	5 036	101	030.		3%	-	
-	Registered Nucsi	Human Services	524.2	5 \$30	1.01	\$30.	27 0			-
	Registered North	Human Services	\$24.2	5 \$30	1.31	336.	37 8	4%	-	-
	Registered Norse	Human Services	\$24.2	5 \$30).31	\$36.	31 8	5%		-
	Registered Nurse	Human Services	\$24.2	5 \$30).31	\$36.	31 8	5%		-
-	Registered Notice	Human Services	\$24.2	5 \$30	0.31	\$36.	37 9	1%		
_		Human Services	\$24.2	5 \$30	0.31	\$36.	37 9	1%		_
_	Registered Nurse	Human Services	\$24.2	5 \$30	0.31	\$36.	37 8	8%		
	Registered Norse	Human Services	\$24.2	5 \$30	0.31	\$36	37 8	5%		
	Registered Minso		\$24.5	5 \$3	0.31	\$36	37 9	1%		
	Registered Norse	Human Services	\$24.0	5 \$3	0.31	\$36	37			
	Rogistroot Norse	Human Services	\$24.4	5 \$3	0.01	636	37 0	1%		
	Registrated Nurse:	Human Services	\$24.7	6 60	0.37	\$30	37	170		
-	Registered Norse	Human Services	\$24,	25 \$3	0.5	\$36				
-	Registered Nurse	Human Services	\$24.	25 \$3	0.31	\$36	.31	100		-
_	Registered Nuise	Human Services	\$24.	25 \$3	0.31	\$36	.37 8	4%		-
		Human Services	\$24.	25 \$3	0.31	\$36	.37			_
-	110 Status Britain A. B. B. Britain		The second		0 2	626	27			
	Registered Nurse		\$24	25 \$3	U.J	1 430	.01			
	Registered Nurse Registered Nurse Registered Nurse	Human Services Human Services	\$24.	25 \$3 25 \$3 25 \$3	0.3	1 \$36	.37			

/ Job			1000			2.1 中国 2.2 (2.1 m. 9.1 m. 9	Impact of	HG.
ge Title BENCHMARK POSITIONS	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Financial	
Registered Nurse				1	Tracio	Comment	Adjustment	2
Registered Nurse	Human Services Human Services	\$24.25						-
Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37 \$36.37	96%			
Registered Nurse Registered Nurse	Human Services		\$30.31					_
Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	112%		-	-
Registered Nurse	Human Services Human Services	\$24.25	\$30.31	\$36.37	113%			
Registered Nurse Registered Nurse	Human Services	\$24.25		\$36.37 \$36.37	112%			Τ
Registered Nurse	Human Services	\$24.25		\$36.37	113%			Į
Registered Nurse	Human Services	\$24.25		\$36.37				4
Registered Nurse	Human Services Human Services	\$24.25	\$30.31	\$36.37	112%			-
Registered Nurse Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	113%			
Risk Specialist	Human Services	\$24.25	\$30.31	\$36.37	113%			
Senior Financial Archiver	Administration	\$24.25	\$30.31	\$36.37		approaching maximum		4
Senior Financial Analyst	Administration Administration	\$24.25	\$30.31	\$36.37	93%			1
Senior Financial Analyst Senior Financial Analyst	Administration		\$30.31 \$30.31	\$36.37 \$36.37	98%			
Senior Financial Analysi	Administration	\$24.25	\$30.31	\$36.37	98%			4
Senior Financial Analyst	Administration Board Office	\$24.25	\$30.31	\$36.37	98%			+
Senior Financial Analyst	Public Works		\$30.31	\$36.37	104%			+
Senior Planner Senior Planner	Planning	\$24.25 \$24.25		\$36.37 \$36.37	111%			1
Senior Planner	Planning	\$24.25	\$30,31	\$36.37	104%			1
Senior Planner	Planning	\$24.25	\$30.31	\$36.37	96%			+
Senior Planner	Planning Planning	\$24.25	\$30.31	\$36.37	89%			+
Veteran's Services Officer	Veterans Office	\$24.25 \$24.25	\$30.31	\$36.37 \$36.37	89%			t
		924.20	ψ30.3 I	φ30.37	96%			1
Benefits & Payroll Coordinator	Human Resources							+
Business Development Analyst	Port & Resource Recovery	\$22.55	\$28.19	\$33.82	110%			t
Community Health Educator Community Health Educator	Health	\$22.55 \$22.55	\$28.19	\$33.82	115% 91%			I
Community Hoslin Educator	Health	\$22.55	\$28.19	\$33.82	83%			+
Community Health Educator	Health Health	\$22.55	\$28.19	\$33.82	81%			+
Community Health Educator Community Health Educator	Health	\$22.55 \$22.55	\$28.19	\$33.82	81%			t
Electrician (Master)	Health	\$22.55	\$28.19	\$33.82	81%			I
alectrician (Master)	Airport	\$22.55	\$28.19	\$33.82	109%			1
lectrician (Master)	Airport Public Works	\$22.55	\$28.19	\$33.82	107%			+
inancial Analyst	Administration	\$22.55	528.19	\$33.82	109%			t
mancial Analysi mancial Analysi	Treasurer Office	\$22.55 \$22.55	\$28.19 \$28.10	\$33.82	96%			Γ
mandal Analyst	Administration	\$22.55	28.19	\$33.82	96%			Ĺ
inancial Analysi	Administration	\$22.55	28.19	\$33.82	93%			-
inancial Analyst	Clerk of Courts Human Services	\$22.55	28.19	\$33.82	100%			H
Operations and Maintenance Supervisor	Airport	\$22.55 \$			112%			
Operations and Maintenance Supervisor Purchasing Specialist	Airport	\$22.55 \$ \$22.55 \$	28 19	\$33.82	98%			
S Openialist	Administration	\$22.55 \$	28.19	\$33.82	113%			
uilding Services Supervisor hild Support Supervisor	Public Works	\$20.97 \$	26.21	21.40	1000			
hild Support Supervisor	Child Support	\$20.97 \$	26.21	531.46	106% 92%			
linical Lab Services Supervisor	Child Support	\$20.97 \$	26.21	31.46	92%			
orrections Corporal	Human Services Sheriff	\$20.97 \$	26.21 5	31.46	106%			
orrections Corporal	Sheriff	\$20.97 \$	26.21	31.46	95%			Ì
orrections Corporal orrections Corporal	Sheriff	\$20.97 \$ \$20.97 \$	26.21	31.46	95% 95%			
prections Comerat	Sheriff	\$20.97 \$	26.21 5	31.46	95%			
prrections Corporal	Sheriff Sheriff	\$20.97 \$	26.21	31.46	95%			
proctions Corporal	Sheriff	\$20.97 \$	26.21 \$	31.46	95%			
orrections Corporal prections Corporal	Sheriff	\$20.97 \$3 \$20.97 \$3	26.21 \$		95%			
prrections Corporal	Sheriff	\$20.97 \$	26.21		95% 95%			
rrections Corporal	Sheriff	\$20.97 \$2	26.21 \$		95%			_
rrections Corporal	Sheriff Sheriff	\$20.97 \$2	26.21 \$	31.46	35%			-
rrections Corporal rections Corporal	Sheriff	\$20.97 \$2	26.21 \$		33%			-
rrections Corporal rrections Corporal	Sheriff	\$20.97 \$2 \$20.97 \$2	26.21 \$		96%			
rrections Corporal	Sheriff	\$20.97 \$2	6.21 \$		96%			
rections Cornoval	Sheriff Sheriff	\$20.97 \$2	6.21 \$	31.46	96%			_
rrections Corporal	Sheriff Sheriff	\$20.97 \$2	6.21 \$	31.46	06%			-
rrections Corporal rections Corporal	Sheriff	\$20.97 \$2 \$20.97 \$2	6.21 \$	31.46	6%			_
onomic Support Supervisor	Sheriff	\$20.97 \$2	6.21 8	31.46	6%			
nomic Support Supervisor	Human Services	\$20.97 \$2	6.21 \$3	31.46 9	2%			_
nomic Support Supervisor	Human Services Human Services	\$20.97 \$2	6.21 \$3	31.46 9	2%			
nomic Support Supervisor	DANVIGE DRIBUTH	\$20.97 \$2	6.21 \$3		2%			

	Job Title		Miles	Mid	Max	C C	mpa atio*	Comment	Financial Adjustment	o
	Title	Dept	With	Politi	Miller	MONTH.	2000	O DI DI CITO		T
BENC	HEARIC POSITIONS	Human Services	\$20.97	\$26.21	\$31.4	6 1	07%			I
	Information Services Coordinator	Human Services	\$20.97	\$26.21	\$31.4	6 1		opproaching maximum		+
	orial Services Coordinator	District Attorney	\$20.97	\$26.21	1 \$31.4	6 8	32%	2.411.10		\perp
	tions Supervisor	NEW Zoo & Parks	\$20.97	\$26.21	\$31.4	6 1	08%			1
	tions Supervisor	Human Services	\$20.97	\$26.21	\$31.4	6 1	08%			1
Ohein,	nons Supervisini	Public Works	\$20.97	\$26.21	\$31.4	16 9	2%			-
Ghern	tions Supervisor	Clerk of Courts	\$20.97	\$26.21	\$31.4	6	95%			1
Oberti	tignic Supervisor	Public Safety Communications	\$20.97	\$26.21	\$31.4	16	17%			
Obern	tions Supervisor	Golf Course	\$20.97	\$26.21	\$31.4	16	97%			1
	tions Supervisor	Public Safety Communications	\$20.97	\$26.21	\$31.4	16 !	98%			1
	thore: Supervisor	Public Safety Communications	\$20.97	\$26.21	\$31.4	16	98%			1
	diong Supervises	Public Safety Communications	\$20.97	\$26.21	\$31.4	16	98%			1
	tions Supervisor	Public Safety Communications	\$20.97	\$26.21	\$31.4	46	98%			1
	dions Supervisor	Public Safety Communications	\$20.97	\$26.2	\$31.4	46	98%			1
	diens Supervisor	NEW Zoo & Parks	\$20.97	\$26.21	\$31.4		02%			1
	dions Superional	Human Services	\$20.97	\$26.2	\$31.4	46	87%			1
	dions Supervisor	NEW Zoo & Parks	\$20.97	\$26.2	\$31.	46	86%			1
	diore: Supervesor	Courts	\$20.97	\$26.2	\$31.	46	86%			
	dicos Suprovisor	NEW Zoo & Parks	\$20.97	\$26.2	\$31.	46	94%			
	dictes Supervisor		\$20.97	\$26.2	\$31.		113%			
Planne		Planning	\$20.97	\$26.2	\$31	46	87%			
Planne		Planning	\$20.97	\$26.2	\$31	46	83%			T
Planne		Planning	\$20.97	\$26.2	\$31.	46	81%			T
Planne		Planning	\$20.97	\$26.2	1 \$31.	46	81%			T
Planne		Planning	\$20.97		\$31.		82%			T
Planne		Planning	\$20.97		1 \$31.			at or above maximum		T
Planne		Public Works	\$20.97	\$26.2			106%			T
Planne		Public Works	\$20.97	\$26.2	\$31	46	106%			T
	retaman Resource Generalist	Human Resources	\$20.97	\$26.2	1 \$31		97%			\top
	er Care Supervisor	Human Services Human Services	\$20.97	\$26.2	1 \$31	46	108%			1
Shelte	er Care Supervisor	Human Services	Ψ20.01	- QLOIL			-			T
				1						T
		County Clerk	\$19.50	\$24.3	8 \$29.	25	102%			T
Chief	Deputy	Register of Deeds	\$19.50	\$24.3	8 \$29	25	102%			T
Chief	Deputy	Treasurer	\$19.50	\$24.3	8 \$29	25	108%			T
	Deputy	Land and Water Con	\$19.50	\$24.3	8 \$29	25	107%			T
	availion Specialities	Land and Water Con	\$19.50	\$24.3	8 \$29	25	104%		T	Т
Same	sromion Specialist		\$19.50	\$24.3	8 \$29	25	89%			T
	organion Speciales	Land and Water Con	\$19.50	\$24.3	8 \$29	25	101%			T
	ervation Specialist	Land and Water Con	\$19.50	\$24.3	8 \$29	25	101%		-	\neg
	on/ation Specialist	Land and Water Con	\$19.50	\$24.3	8 \$29		101%			7
	ocyanion Specialist	Land and Water Con	\$19.50	\$24.3	8 \$29			at or above maximum	1	7
	ervation Specialist	Land and Water Con NEW Zoo & Parks	\$19.50	\$24.3	8 \$20		82%	111111111111111111111111111111111111111		7
	ation Specialist		\$19.50	\$24.3	8 \$29	25	87%		1	7
	ation Specialist	Museum	\$19.50	\$24.0	8 \$29		107%			+
	rician (Journey)	Public Works	\$19.50				88%			7
	seeing Technician	Planning	\$19.50	024.0	0 \$20	25	107%			+
	eering Technicists	Public Works	\$19.50	024.0	8 \$29	25	107%			+
CONTRA	reserving Verclimication	Public Works	\$19.50	624.3	0 620		101%			-
	esering Lecture (a)	Public Works	\$19.50	024.0	8 \$29 8 \$29	26	104%			7
Medic	al Technologist	Human Services	\$19.50	\$24.3			89%		-	7
	al Technologist	Human Services	\$19.50				0370			+
Museu	um Specialist	Museum	\$19.50	\$24.3	0 020	25	1010/			-
Museu	um Specialist	Museum	\$19,50	\$24.0	0 028	25	10170	at or above maximum	-	-
Progra	ammer	Technology Services	\$19.50	\$24.0	0 029	25	12770	at or above maximum		-
Progra	ammer	Technology Services	\$19.50	\$24.0	0 528	25	1270/	at or above maximum		-
	ammer	Technology Services	\$19.50	\$24.0	0 525	62.0	1270	at or above maximum		
	ammer	Technology Services	\$19.50	\$24.	0 525	25	1220/	at or above maximum		-
	ammer	Technology Services	\$19.50	\$24.	00 \$25	25	1470/	approaching maximum		-
Progra	ammer	Technology Services	\$19.50	\$24.	00 \$25	7.20	11/70	approaching maximum		-
	ammer	Technology Services	\$19.50	\$24.3	00 025	.25	110%	approaching maximum		\dashv
Progra	ammer	Technology Services		\$24.	50 \$28	2.25	11/%	approaching maximum		-1
Radio	Communications Specialist	Public Safety Communications	\$19.50	\$24.3	50 \$28	25	105%			\exists
	eation Therapist	Human Services	\$19.50	\$24.3	00 \$25	25.0	115%			-1
Resou	urce Recovery Specialist	Port & Resource Recovery	\$19.50	\$24.3	00 328	2.25	100%			\dashv
	urce Recovery Specialist	Port & Resource Recovery	\$19.50	\$24.3	38 \$29	1.25	99%		+	4
	I-Warker	Human Services	\$19.50	\$24.	58 \$29	2.25	89%		-	-4
	d Worker	Human Services		\$24.3					-	-
	il Worker	Human Services	\$19.50	\$24.	58 \$29	1.25	115%			_
	i Worker	Human Services	\$19.50	\$24.	38 \$29	1.25	89%			_
	I Worker	Human Services	\$19.50	\$24.	38 \$29	9.25	89%			_]
	i Waker	Human Services	\$19.50	\$24.	38 \$29	9.25	89%			_
	f Worker	Human Services	\$19.50	\$24.	38 \$29	9.25	89%			
	I Worker	Human Services	\$19.50	\$24.	38 \$29	3.25	89%			
	I.Worker	Human Services	\$19.50	\$24.	38 \$29	9.25	89%			
	i Vvenken	Human Services	\$19.50	\$24.	38 \$29	0.25	89%			
		Human Services	\$10.50	\$24.	38 929	1.25				
	il Worker		Q10.50	\$24.	38 \$20	9.25	89%		1	
	i Worker	Human Services	\$19.50 \$10 F	\$24.	38 \$20	9.25	89%			
All Controls	il Winthout	Human Services	\$19.50	\$24.	20 62	3.25				
	t Worker	Human Services			ors I M/S	1.7.0	. 21/70	in the		

ge Job Title BENCHMARK POSITIONS	Dept	Min	Mic Poir			mpa tio*	Comment	Impact of Financial Adjustment	Q
Social Worker	Human Services	\$19.50	\$24.3	8 \$29.	25 0	20/			
Social Worker Social Worker	Human Services	\$19.50)%			-
Social Worker	Human Services	\$19.50)%			-
Social Worker	Human Services	\$19.50	\$24.3	8 \$29.	25 90)%			+
Social Worker	Human Services	\$19.50	\$24.3	8 \$29.	25 96	%			+
Social Worker	Human Services	\$19.50	\$24.3	8 \$29.	25 96	%			+
Social Worker	Human Services Human Services	\$19.50	\$24.3	8 \$29.	25 97				
Social Worker	Human Services	\$19.50	\$24.3						
Social Worker	Human Services	\$19.50		8 \$29.					
Social Worker Social Worker	Human Services	\$19.50 \$19.50	\$24.3	8 \$29.	25 10				
Social Worker	Human Services	\$19.50	\$24.3	8 \$20	25 10 25 10				
Social Worker	Human Services	\$19.50	\$24.3	8 \$29.	25 10				
Social Worker	Human Services	\$19.50	\$24.3	8 \$29.	25 10				-
Social Worker	Human Services Human Services	\$19.50	\$24.3	8 \$29.	25 10				+
Social Worker	Human Services Human Services	\$19.50	\$24.3	8 \$29.	25 10	1%			1
Social Worker	Human Services	\$19.50	\$24.3	8 \$29.	25 10	1%			
Social Worker Social Worker	Human Services	\$19.50 \$19.50	\$24.3	8 \$29.	25 104	%			
Social Worker	Human Services	\$19,50	\$24.3	8 \$20	25 116	30/6			
Social Worker	Human Services	\$19.50	\$24.3	\$ \$29.3	25 115	0%			
Social Worker	Human Services	\$19.50	\$24.38	3 \$29.2	25 115	%			-
Social Worker	Human Services	\$19.50	\$24.38	\$ \$29.2	25 115	%			-
Social Worker	Human Services	\$19.50	\$24.38	\$29.2	25 115	%			-
Social Worker	Human Services Human Services	\$19.50	\$24.38	\$29.2	25 115	%			
Social Worker	Human Services	\$19.50	\$24.38	\$29.2	25 115	%			
Social Worker	Human Services	\$19.50 \$19.50	\$24.38	\$29.2	5 115	%	SWALL STREET,		
Social Worker Social Worker	Human Services	\$19.50	\$24.38	\$29.2 \$29.2	5 440	% appro	aching maximum		
Social Worker	Human Services	\$19.50	\$24.36	\$29.2	5 119	% appro	aching maximum aching maximum		
Social Worker	Human Services	\$19.50	\$24.38	\$29.2	5 110		eping maximum		-
Social Worker	Human Services	\$19.50	\$24.38	\$29.2	5 115	%	THUMASIN PURE		_
Social Worker	Human Services	\$19.50	\$24.38	\$29.2	5 119		oching maximum		_
Social Worker	Human Services	\$19.50	\$24.38	\$29.2	5 119	% approa	chino maximum		
Social Worker	Human Services Human Services	\$19.50	\$24.38		5 122	% at or a	bove maximum		
Social Worker	Human Services	\$19.50	\$24.38	\$29.2	5 123	% at or a	bove maximum		
Social Worker Social Worker	Human Services	\$19.50 \$19.50	\$24.38	\$29.2	5 123	% at or a	bove maximum		_
Social Worker	Human Services	\$19.50	\$24.30	\$29.2		% at or o	bove maximum		
Social Worker	Human Services	\$19.50	\$24.38	\$29.2	5 123	at or a	bove maximum		
Social Worker	Human Services	\$19.50	\$24.38	\$29.2		% at or a	pove maximum		
Social Worker	Human Services	\$19.50	\$24.38	\$29.2	5 1289	6 at or a	pove maximum		
Social Worker	Human Services	\$19.50	\$24.38	\$29.2	5 128	% at or al	oove maximum		
Social Worker	Human Services Human Services	\$19.50	\$24.38	\$29.2	5 129	6 at or al	oove maximum		
Social Worker	Human Services	\$19.50	\$24.38	\$29.2	5 1299	6 at or al	ove maximum		-
Social Worker	Human Services	\$19.50	524.38	\$29.2		6 at or al	ove maximum		- (
Social Worker Social Worker	Human Services	\$19.50 \$19.50	\$24.38	\$29.25	1299	at or at	ove maximum		
Social Worker	Human Services	\$19.50	\$24.38	\$29.25 \$29.25		6 al or al	oove maximum		
Social Worker	Human Services		\$24.38	\$29.25		6 at or at	oove maximum oove maximum		(
Social Worker	Human Services	\$19.50	\$24.38	\$29.25	129	at or at	ove maximum		. (
social Worker	Human Services	\$19.50 [\$24.38	1 \$29.25	1299	alat or at	nove maximum		- (
ocial Worker	Human Services	\$19.50	524.38	\$29.25	1299	at or at	ove maximum		- 6
ocial Worker	Human Services Human Services	\$19.50	24.38	\$29.25	1299	at or ai	ove maximum		- 6
ocial Worker	Human Services	\$19.50	24.38	\$29.25	1299	at or ab	ove maximum		- 6
ocial Worker	Human Services	\$19.50	24.38	\$29.25	1299	at or ab	ove maximum		- 6
ocial Worker ocial Worker	Human Services	\$19.50 S			1299	at or ab	ove maximum		6
ocial Worker	Human Services	\$19.50	24.38	\$29.25	1200	at or ab	ove maximum ove maximum		6
ocial Worker	Human Services	\$19.50	24.38	\$29.25	129%	at or ab	ove maximum		- 6
ocial Worker	Human Services	\$19.50	24.38	\$29.25		at or ab	ove maximum		- 6
ocial Worker	Human Services	\$19.50 \$	24.38	\$29.25	129%	at or ab	ove maximum		- 6
ociał Worker	Human Services	\$19.50 \$	24.38	\$29.25	129%	at or ab	ove maximum		6
ocial Worker	Human Services Human Services	\$19.50 \$			129%	at or ab	ove maximum		6
ocial Worker	Human Services	\$19.50		\$29.25	129%	at or ab	ove maximum		6
oual Worker	Human Services Human Services	\$19.50 \$	24.38	\$29.25	129%	at or ab	ove maximum		6
ocial Worker ocial Worker	Human Services	\$19.50 \$	24.38	\$29.25	129%	at or abi	ove maximum		6
ocial Worker	Human Services	\$19.50 \$	24.38	\$29.25	1129%	lat or abi	We mayimum		6
ubstance Abuse Counselor	Human Services	\$19.50 \$	24.38	\$29.25	129%	at or abo	ove maximum		6
ubstance Abuse Counselor	Human Services	\$19.50 \$	24.38	\$29.25 \$29.25	85%	-			1
ubstance Abuse Counselor	Human Services	\$19.50 \$	24.38	\$29.25	89%				2
ubstance Abuse Counselor	Human Services	\$19.50 \$	24.38	\$29.25	89%				2
ubstance Abuse Counselor	Human Services	\$19.50 \$	24.38	\$29.25	104%				2
ubstance Abuse Counselor	Human Services	\$19.50 \$	24.38	\$29.25	115%				5
ubstance Abuse Counselor	Human Services Human Services	\$19.50 \$	24.38	\$29.25	115%				5
ubstance Abuse Counselor	Human Services	\$19.50 \$2	24.38	\$29.25	119%	approac	ning maximum		5
bstance Abuse Counselor stems Specialist	Human Services	\$19.50 \$2	4.38	\$29.25	129%	at or abo	ve maximum		6
Statio Oberiginal	Human Resources	\$19.50 \$2	1.00	WK3.25	135%	at or abo	ve maximum		6

SVENT	PROPERTY OF THE PROPERTY OF TH			Mid	V ₀	Compa		Impact of Financial	
ay	Job Title	Dept	Min			Ratio*	Comment	Adjustment	Quint
198	BENCHMARK POSITIONS	n Ocades	\$19.50	\$24.38	\$29.25	114%			5
- 0	Systems Specialist	Human Services Public Safety Communications	\$19.50	\$24.38	\$29.25	97%			2
	Telecommunications Operator III	Public Safety Communications	\$19.50	\$24.38	\$29.25	97%			2
	Telecommunications Operator III	Public Safety Communications	\$19.50	\$24.38	\$29.25	97%			2
	Telecommunications Operator III	Public Safety Communications	\$19.50	\$24.38	\$29.25	97%			2
	Telecommunications Operator III Telecommunications Operator III	Public Safety Communications	\$19.50	\$24.38	\$29.25	97%			2
-	Telecommunications Operator III Telecommunications Operator III	Public Safety Communications	\$19.50	\$24.38	\$29.25	97%			4
-	Victim/Witness Coordinator *	District Attorney	\$19.50	\$24.38	\$29.25	100%			
-1	VICINITY VIOLEGO GOGI GIVINAVES		-		7-7-5				
-+			\$18.14	\$22.67	\$27.21	106%			4
3	Airport Operations Officer	Airport	\$18.14	\$22.67	\$27.21	109%			4
1	Correctional Officer	Sheriff Sheriff	\$18.14	\$22.67	\$27.21	109%			4
	Correctional Officer	Sheriff	\$18 14	\$22.67	\$27.21	109%			4
	Correctional Officer	Sheriff	\$18 14	\$22.67	\$27.21	109%			4
_	Correctional Officer Correctional Officer	Sheriff	\$18,14	\$22.67	\$27,21	109%			4
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	109%			4
-	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	109%			3
-	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	105%			3
-	Correctional Officer	Sheriff	\$18.14	\$22.67 \$22.67	\$27.21	105%			-3
-	Correctional Officer	Sheriff	\$10.14	\$22.67	\$27.21	105%			
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	105%			- 2
	Correctional Officer	Sheriff	\$18.14	522.67	\$27.21	105%		177	
	Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21	105%			
	Concenoral Officer	Sheriff Sheriff	\$18.14	\$22.67	\$27.21	105%			
	Correctional Officer	Sheriff	\$18.14	4 \$22.67	\$27.21	105%			-
	Сопосноваї Офили	Sheriff	\$18.1	4 \$22.67	\$27.21	105%			-
	Correctional Officer	Sheriff	\$18.1	4 \$22.67	\$27.2				-
-	Correctional Officer	Sheriff	\$18.1	4 \$22.67	\$27.2	1 105%		+	
	Correctional Officer	Sheriff	\$18.1	4 \$22.67	\$27.2	1 105% 1 105%			1
_	Correstional Officer	Sheriff	\$18.1	4 \$22.67 4 \$22.67	\$27.2	1 105%			
	Correctional Officer	Sheriff	\$18.1	4 \$22.67	\$27.2	1 105%			
	Correctional Officer	Sheriff	\$10.1	4 \$22.67	\$27.2				
	Correctional Officer	Sheriff	\$18.1	4 \$22.6	\$27.2	1 105%			
	Correctional Officur	Sheriff	\$18.1	4 \$22.6	7 \$27.2	1 105%			
	Correctional Officer	Sheriff	\$18.1	4 \$22.6	7 \ \$27.2	1 105%	0		
	Correctional Officer	Sheriff Sheriff	\$18.1	4 \$22.6	7 \$27.2	1 105%	o l		
	Correctional Officer	Sheriff	\$18.1	4 \$22.6	7 \$27.2	1 105%	0		
	Correctional Officer	Sheriff	\$18,1	4 \$22.6	7 \$27.2	1 105%			
	Cerrocaional Officer	Sheriff	\$18.1	4 \$22.6	7 \$27.2	1 105%			
_	Correctional Officer	Sheriff	\$18.1	4 \$22.6	7 \$27.2	1 105%			
_	Correctional Officer Correctional Officer	Sheriff	\$18.1	4 \$22.6	7 \$27.2	1 105%			
-	Correspond Officer	Sheriff	\$18.1	4 \$22.6	7 \$27.2	1 1059			
-	Correctional Officer	Sheriff	\$18.1	4 \$22.6	7 \$27.2				-
	Conscional Officer	Sheriff	\$18.1	14 \$22.6	7 \$27.2	1 1059			-
	Contentional Officer	Sheriff	\$18.	14 \$22.6 14 \$22.6	7 \$27.2	1 105			
	Correctional Officer	Sheriff	\$18.	14 \$22.6	7 \$27.2				
	Correctional Officer	Sheriff	\$18	14 \$22.6					
	Correctional Officer:	Sheriff Sheriff	\$18.	14 \$22.6	7 \$27.2	21 1059			
	Currectional Officer	Sheriff	\$18.	14 \$22.6	7 \$27.2	21 105	%		
	Correctional Officer	Sheriff	\$18.	14 \$22.8	7 \$27.2	21 105	%		_
	Correctional Officer	Sheriff	\$18.	14 \$22.6	7 \$27.2	21 105	%		-
	Correctional Officer	Sheriff	\$18.	14 \$22.6	37 \$27.	21 105			
	Cornectional Officer.	Sheriff	\$18.	14 \$22.6	7 \$27.	21 105			-
	Correctional Officer	Sheriff	\$18.	14 \$22.6	57 \$27.	21 105			-
	Correctional Officer	Sheriff	\$18.	14 \$22.0	\$27.	21 105			+
	Correctional Officer	Sheriff	\$18.	14 \$22.0	\$27.	21 105 21 105			
	Correctional Officer	Sheriff	\$18.	14 \$22.0 14 \$22.0	37 527	21 105			
_	Correctional Officer	Sheriff	\$18.	14 \$22.0	37 \$27	21 105			
	Correctional Officer	Sheriff	\$18.	14 \$22.	67 \$27	21 105			
	Correctional Officer	Sheriff	\$18	14 \$22.	67 \$27	21 105			
	Sorrectional Officer	Sheriff Sheriff	\$18	14 \$22.	67 \$27.	21 105			
	Climichonal Officer	Sheriff	\$18.	14 \$22.	67 \$27.	21 105			-
	Correctional Officer	Sheriff	\$18.	14 \$22.	67 \$27.	21 105			
	Correctional Officer	Sheriff	\$18.	14 \$22.	67 \$27.	21 105			-
	Correctional Officer	Sheriff	\$18	14 \$22.	67 \$27.	21 105			_
-	Conectional Officer	Sheriff	\$18	14 \$22.	67 \$27.	21 105			-
_	Correctional Officer	Sheriff	\$18	.14 \$22.	67 \$27	21 105			-
_	Correstional Officer	Sheriff	\$18	.14 \$22.	67 \$27	21 105			
	Correctional Officor	Sheriff	\$18	.14 \$22.	67 \$27	21 10			
	Correctional Officer	Sheriff	\$18	14 \$22	67 \$27	21 105			-
	Correctional Officer	Sheriff	\$18	.14 \$22	67 \$27	21 10			-
	Correctional Officer	Sheriff	\$18	.14 \$22	67 \$27	.21 10			
	Correctional Officer	Sheriff	\$18	.14 \$22	67 527	.21 10			
	Correctional Offices	Sheriff	\$18	.14 \$22 .14 \$22	67 027	.21 10			
	Cerrectional Officer	Sheriff	1.5.18	14 1 522	01 1 521	.4 1 10	0.10		

Job je Title			Mid	Con		Impact of Financial	
BENCHMARK POSITIONS	Dept	Min	Point	Max Rat	o* Comment	Adjustment	
Correctional Officer Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21 105	%	_	+
Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21 105			+
Correctional Officer	Sheriff	\$18.14		\$27.21 100			+
Correctional Officer	Sheriff Sheriff	\$18.14		\$27.21 100			T
Correctional Officer	Sheriff	\$18.14		\$27.21 100			
Correctional Officer	Sheriff			\$27.21 100			I
Correctional Officer	Sheriff	\$18.14 \$18.14	\$22.67 \$22.67	\$27.21 959 \$27.21 939			1
Correctional Officer	Sheriff	\$18.14		\$27.21 93° \$27.21 93°			1
Correctional Officer	Sheriff	\$18.14		\$27.21 939			1
Correctional Officer Correctional Officer	Sheriff	\$18.14		\$27.21 939			+
Correctional Officer	Sheriff	\$18.14		\$27.21 939			+
Correctional Officer	Sheriff	\$18.14		\$27.21 939			+
Correctional Officer	Sheriff	\$18.14		\$27.21 939	6		†
Correctional Officer	Sheriff	\$18.14		\$27.21 93%			t
Correctional Officer	Sheriff Sheriff	\$18.14		\$27.21 919			T
Correctional Officer	Sheriff	\$18.14		\$27.21 919			
Correctional Officer	Sheriff	\$18.14		\$27.21 919			Г
Correctional Officer	Sheriff	\$18.14 \$18.14		\$27.21 919			L
Correctional Officer	Sheriff	\$18.14		\$27.21 919 \$27.21 919			1
Correctional Officer Correctional Officer	Sheriff	\$18.14		\$27.21 919		-	+
Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21 919			+
Correctional Official	Sheriff	\$18.14	\$22.67	\$27.21 88%			+
Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21 889			+
Correctional Officer	Sheriff Sheriff	\$18.14	\$22.67	\$27.21 88%	6		+
Correctional Officer	Sheriff Sheriff	\$18.14					1
Correctional Officer	Sheriff Sheriff		\$22.67				T
Correctional Officer	Sheriff			\$27.21 84%			T
Correctional Officer	Sheriff			\$27.21 84%			Г
Correctional Officer	Sheriff			\$27.21 84%			
Correctional Officer	Sheriff			\$27.21 84%			
Sorrectional Officer	Sheriff			\$27.21 84%			
orrectional Officer	Sheriff			\$27.21 84%			L
Correctional Officer	Sheriff			\$27.21 84% \$27.21 84%			
Correctional Officer	Sheriff			\$27.21 84%			1
Sorrectional Officer	Sheriff			\$27.21 84%			-
Sorrectional Officer Sorrectional Officer	Sheriff			\$27.21 84%			ļ
Sarrectional Officer	Sheriff			\$27.21	1		-
Correctional Officer	Sheriff			\$27.21			-
Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21			-
Correctional Officer	Sheriff	\$18.14	\$22.67	\$27.21			-
Sorrectional Officer	Sheriff	\$18.14	22.67	\$27.21			-
orrectional Officer	Sheriff	\$18.14	22.67	\$27.21			
Correctional Officer	Sheriff	\$18.14					
orrectional Officer	Sheriff Sheriff		22.67				
orrectional Officer	Sheriff	\$18.14	22.67	\$27.21			
orrectional Officer	Sheriff	\$18.14 \$	22.67	\$27.21 105%			
orrectional Officer	Sheriff	\$18.14	22.67	27.21 105%			
orrectional Officer	Sheriff	\$18.14 \$					
orrectional Officer	Sheriff	\$18.14	22.67	27.21 105%			
ourt Reporter	Circuit Courts	\$18.14 \$	22.67	527.21 93%			
ourt Reporter	Circuit Courts	\$18.14 \$ \$18.14 \$	22.07	527.21 90%			
ata Telecommunications Specialist	Technology Services	\$18.14 \$	22.67		at or above maximum		
S & Database Analyst	Planning	\$18.14 \$	22 67	27 21	MINIMIXELLI BAOORE IN PERIODE		
iman Resources Generalist Iman Resources Generalist	Human Resources	\$18.14 \$	22.67	27.21 107%			_
w Clerk	Human Resources	\$18.14 \$	22.67	27.21 109%			_
w Clerk	Circuit Courts	\$18.14 \$	22.67	27.21 92%			100
antenance Service Mechanic I	Circuit Courts	\$18.14 \$	22.67	27.21 91%			-
aintenance Service Mechanic I	Public Works	\$18.14 \$	22.67 \$	27.21 100%			_
aintenance Service Mechanic I	Public Works	\$18.14 \$	22.67 \$	27.21 122%	at or above maximum		_
aintenance Service Mechanic I	Public Works	\$18.14 \$	22.67 \$	27.21 97%			_
untenance Service Mechanii: I	Public Works	\$18.14 \$					
tintenance Service Mechanic I	Public Works Public Works	\$18.14 \$		27.21 94%			
sintenance Service Montanie I	Public Works Public Works	\$18.14 \$	22.67 \$	27.21 97%			
amtenance Service Mechanic I	Public Works	\$18.14 \$					
Dotenance Service Mechanic	Public Works	\$18.14 \$		27.21 97%			
aintenance Service Mechanic I	Public Works	\$18.14 \$		27.21 97%			
echanic	Airport	\$18.14 \$		27.21			
schanie	Airport	\$18.14 \$2 \$18.14 \$2	22 67 6	27.21 100%			_
echanic	Airport	\$18.14 \$2	22.67	27.21 100% 27.21 100%			
chanie chanie	Airport	\$18.14 \$2	22.67	27.21 100%			
chanic	Airport	\$18.14 \$2					_
chanic chanic	Sheriff	\$18.14 \$2	22.67	27.21 103%			_
chanic	Public Works	\$18.14 \$2	22.67 \$	27.21 103%			_
	Public Works		22.67 \$	27.21 103%			_

Title BERICHMARK POSITIONS Rigerhanic Mechanic Mecha	Public Works Sheriff Golf Course Museum Museum Technology Services Technology Services Corporation Counsel Courts Courts	\$18.14 \$2	22.67 \$2 22.67 \$2	27.21 103 27.21 103 27.21 103 27.21 103 27.21 101 27.21 101 27.21 79 27.21 79 27.21 122	% % % % % % % % % % % % % % % % % % %	\$288	3 3 3 3 3 3 3
Mechanic Mec	Public Works Sheriff Golf Course Museum Museum Technology Services Technology Services Technology Services Technology Services Corporation Counsel Courts	\$18.14 \$2 \$18.14 \$2	22.67 \$2 22.67 \$2	27.21 103 27.21 103 27.21 103 27.21 103 27.21 103 27.21 103 27.21 103 27.21 101 27.21 79 27.21 79 27.21 123	% % % % % % % % % % % % % % % % % % %	\$288	33 33 33 33 33 33 33 33 33 33 33 33 33
Mechanic Metwork Support Specialist Network Support Specialist Network Support Specialist Network Support Specialist Paradogal Paradogal Paradogal Paradogal	Public Works Public Works Public Works Public Works Public Works Public Works Sheriff Golf Course Museum Technology Services Technology Services Technology Services Corporation Counsel Courts	\$18.14 \$2 \$18.14 \$2	22.67 \$2 22.67 \$2	27.21 103 27.21 103 27.21 103 27.21 103 27.21 103 27.21 103 27.21 101 27.21 79 27.21 79 27.21 123	% % % % % % % % % % % % % % % % % % %	\$288	3
Mechanic Metwork Support Specialist Network Support Specialist Network Support Specialist Paralogal Paralogal Paralogal	Public Works Public Works Public Works Public Works Public Works Sheriff Golf Course Museum Technology Services Technology Services Technology Services Corporation Counsel Courts	\$18.14 \$2 \$18.14 \$2	22.67 \$2 22.67 \$2	27.21 103 27.21 103 27.21 103 27.21 103 27.21 101 27.21 101 27.21 79 27.21 79 27.21 122	% % % % % % % % % % % % % % % % % % %	\$288	3 3 3
Mechanic Mec	Public Works Public Works Public Works Public Works Sheriff Golf Course Museum Museum Technology Services Technology Services Technology Services Corporation Counsel Courts	\$18.14 \$2 \$18.14 \$2	22.67 \$2 22.67 \$2	27.21 103 27.21 103 27.21 103 27.21 101 27.21 27.21 27.21 79 27.21 27.21 27.21 122	%	\$288	3 3
Mechanic Methor Technician Network Support Specialist Network Support Specialist Network Support Specialist Network Support Specialist Paralogal Paralogal Paralogal	Public Works Public Works Sheriff Golf Course Museum Museum Technology Services Technology Services Technology Services Technology Services Corporation Counsel Courts	\$18.14 \$2 \$18.14 \$2	22.67 \$2 22.67 \$2 22.67 \$2 22.67 \$2 22.67 \$2 22.67 \$3 22.67 \$3 22.67 \$3	27.21 103 27.21 103 27.21 101 27.21 27.21 79 27.21 27.21 27.21 122	% below minimum	\$288	3
Mechanii Mechanii Mechanii Mechanii Mechanii Mechanii Mecha Technician Metwork Support Specialist Network Support Specialist Network Support Specialist Network Support Specialist Paralogal Paralogal Paralogal	Public Works Sheriff Golf Course Museum Museum Technology Services Technology Services Technology Services Technology Services Corporation Counsel Courts	\$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2	22.67 \$2 22.67 \$2 22.67 \$2 22.67 \$2 22.67 \$2 22.67 \$2 22.67 \$2	27.21 103 27.21 101 27.21 27.21 79 27.21 27.21 122	% below minimum	\$288	- 5
Mechanic Mechanic Mechanic Mechanic Mechanic Mechanic Mechanic Metwork Support Specialist Network Support Specialist Network Support Specialist Paralegal Paralegal	Public Works Sheriff Golf Course Museum Museum Technology Services Technology Services Technology Services Technology Services Corporation Counsel Courts	\$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2	22.67 \$2 22.67 \$2 22.67 \$2 22.67 \$2 22.67 \$2 22.67 \$3	27.21 101 27.21 27.21 79 27.21 27.21 122	% below minimum	\$288	i ii
Mechanic Mechanic Mechanic Mechanic Media Technician Media Technician Network Support Specialist Network Support Specialist Network Support Specialist Paralogal Paralogal Paralogal	Sheriff Golf Course Museum Technology Services Technology Services Technology Services Corporation Counsel Courts	\$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2	22.67 \$22.67 \$322.67 \$322.67 \$322.67 \$322.67 \$322.67 \$322.67 \$322.67 \$322.67	27.21 79 27.21 79 27.21 27.21	% below minimum	\$288	
Mechanic Network Support Specialist Paralogal Paralogal Paralogal	Golf Course Museum Museum Technology Services Technology Services Technology Services Corporation Counsel Courts	\$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2	22.67 \$. 22.67 \$. 22.67 \$. 22.67 \$.	27.21 79 27.21 27.21 122		\$288	
Media Technician Media Technician Network Support Specialist Network Support Specialist Network Support Specialist Paradegal Paradegal Paradegal	Museum Museum Technology Services Technology Services Technology Services Corporation Counsel Counts	\$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2	22.67 \$22.67 \$22.67 \$22.67 \$	27.21 27.21 122		\$288	
Media Technician Network Support Specialist Network Support Specialist Network Support Specialist Paralegal Paralegal Paralegal	Museum Technology Services Technology Services Technology Services Corporation Counsel Courts	\$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2	22.67 \$. 22.67 \$. 22.67 \$.	27.21 122			
Network Support Specialist Network Support Specialist Network Support Specialist Paralogal Paralogal Paralogal	Technology Services Technology Services Technology Services Corporation Counsel Courts	\$18.14 \$2 \$18.14 \$2 \$18.14 \$2 \$18.14 \$2	22.67 \$. 22.67 \$.	27.21 122			
Network Support Specialist Network Support Specialist Paralegal Paralegal Paralegal	Technology Services Technology Services Corporation Counsel Courts	\$18.14 \$2 \$18.14 \$2 \$18.14 \$2	22.67 \$		2% at or above maximum		1
Network Support Specialist Paralogal Paralogal Paralogal	Technology Services Corporation Counsel Courts	\$18.14 \$2 \$18.14 \$2		27.21 122	2% at or above maximum		
Paralogal Paralogal Paralogal	Corporation Counsel Courts	\$18.14 \$2	22.67 \$	27.21			
Paralogal Paralogal Paralogal	Courts		22.67 \$	27.21 82	%		
Paralegal		\$18.14 \$2	22.67 \$				
	Courts	\$18.14 \$2	22 67 \$	27.21 97			
Parategat		\$18.14 \$2	22.67 \$	27.21			
	Courts	\$18.14 \$2	22.67 \$	27.21 97	7%		
Paralegal	Courts	\$18.14 \$2	22.07	27 21 07	7%		
Paralegal	Courts	318.14 3	22.07 0	27 24 0	70%		
Paralegat	Courts	\$18.14 \$	10.22	27.24	7%		1
Paralegal	Courts	\$18.14 \$	22.01	07.04 9			1
Paraligat	Courts	\$18.14 \$	22.6/	27.27 9	7%		+
Paralegal	Courts	\$18.14 \$	22.67	527.21 9	7%		1
	NEW Zoo & Parks	\$18.14 \$	22.67	27.21 9	1%		+
Park Services Specialist	NEW Zoo & Parks	\$18.14 \$	22.67	527.21 9	1%		+
Park Services Specialist	Planning	\$18.14 \$	22.67 3	\$27.21 11	1%		1
Property Listing Specialist	Register of Deeds	\$18.14 \$	22.67	\$27.21 8	2%		-
Proporty i sting Specialist	Register of Deeds	\$18.14 \$	22.67	\$27.21 8	2%		
Property Ledaus Specialist	Planning	\$18.14 \$	522.67 9	\$27.21 11	1%		
Property Listing Specialist	Public Safety Communication		522.67	\$27.21 9	2%	7/1	
referenmine ations Operator !!	Public Safety Communication	ons \$18.14 S			7%		
Felor atminimations Operator II	Public Safety Communication				7%		
Later ornamic ations. Open itor II	Public Safety Communication	ons \$18.14 \$	\$22.67		7%		
теје сопиналисаноги. Ореганог !!	Public Safety Communication				7%		
Тек опшина ations орегаю В	Public Safety Communication Public Safety Communication	ons \$18.14 \$			7%		
Lei-commoneations Operator II	Public Safety Communication	ons \$18.14 \$	\$22.67		7%		
Leter communications Operator II	Public Safety Communication		\$22.67		7%		Т
тейет экипписация Орекация Р	Public Safety Communication		\$22.07	\$27.21 9	17%		1
Lebenominimications Operator II	Public Safety Communication		\$22.67	\$27.24 C	17%		T
3 oles omnaum aliens. Operator II	Public Safety Communication		\$22.67	\$27.24			1
Lete ominimications Operator #	Public Safety Communication		\$22.67		7%		-
Volucionmunications Operator II	Public Safety Communication		DZZ.67	DZ1.Z1	97%	_	+
Celeg brain and attories Operator U	Public Safety Communication	ons \$18.14	\$22.67	\$21.21 8	97%		+
Colescontration attention Operation II	Public Safety Communication	ons \$18.14	\$22.67		37%		-
Leiogenmunications Operator II	Public Safety Communication	ons \$18.14 3	\$22.67		97%		-
	Public Safety Communication	ions \$18.14	\$22.67	\$27.21 9	97%		-
Такуратарын араны Ормайч II	Public Safety Communication		\$22.67	\$27.21	97%		-
Lelecomo esimalica es Operatos II	Public Safety Communication	ions \$18.14	\$22.67		97%		
Eglocommunications Operator II	Public Safety Communication				97%		
Telocommunications Operator li	Oublin Cafety Communication				97%		
Telegoromenations Operator 8	Public Safety Communication		\$22.67	\$27.21	97%		
Теюсотивниканова Оригнов II	Public Safety Communication		\$22.67	\$27.21	97%		
Городовители этоов Орегают 1	Public Safety Communication				97%		
Felocommunications Operator li	Public Safety Communicati		022.07	\$27.24	97%		
Telecommunications Operator II	Public Safety Communicati		\$22.07		97%		-
Telecommunications Operator II	Public Safety Communicati	ions \$18.14	022.07	\$27.21	97%		+
Telecommunications Operator II	Public Safety Communicati	ions \$18.14	\$22.67				_
Lelecommunications Operator II	Public Safety Communicati	ions \$18.14	\$22.07		95%		-
Telecommunications Operator II	Public Safety Communicati	ions \$18.14	\$22,67	\$27.21	95%		+
Telecommunications Operator II	Public Safety Communicati	ions \$18.14	\$22.67	\$27.21	95%	-	-
Lelecommunications Operator II	Public Safety Communicati	tions \$18.14	\$22.67	\$27.21	94%		-
Tejeconimonications Operator ii	Public Safety Communicati	tions \$18.14	\$22.67	\$27.21	94%		-
Telecommunications Operator II	Public Safety Communicati	tions \$18.14	\$22.67	\$27.21	94%		_
Telecommunications Operator II	Public Safety Communicati	tions \$18.14	\$22.67	\$27.21	77% below minimum	\$1,426	_
	Public Safety Communicati		\$22.67	\$27.21	93%		
Telesconmunications Operator B	Public Safety Communicati		\$22.67	\$27.21	93%		
Lekscommunications Operator II			\$22.67		93%		
Telecommunications Operator II	Public Safety Communicat		\$22.67	\$27.21	93%		
Telecommunications Operator (Public Safety Communicat		\$22.67	\$27.24	93%		
Lelecommunications Operator if	Public Safety Communicat						-
Felianmunications Operator II	Public Safety Communicat		\$22.67	\$21.21	93%		-+-
Lelecommunications Operator II	Public Safety Communicat		\$22.67		92%		-
Loke symmonications Operator fl	Public Safety Communicat	tions \$18.14	\$22.67		92%		-
Leis communications Operator II	Public Safety Communicat	tions \$18.14	\$22.67		92%		
Lefectimunications Operator II	Public Safety Communicat	tions \$18.14	\$22.67	\$27.21	92%		
	Public Safety Communicat	tions \$18.14	\$22.67	\$27.21	92%		
Letecommunications Operator II	Public Safety Communicat		\$22.67	\$27.21	92%		
Lelecommunications Operator II	Public Safety Communicat		\$22.67	\$27.21	92%		
Telecommunications Operator II	Public Salety Communicat	tione \$18.14	\$22.67	\$27.21	92%		
Celecommunications Operator 3	Public Safety Communicat		\$22.67	\$27.21	93%		
Cole communications Operator (Public Safety Communicat	11000 \$18.14	000.07	\$27.21			
Zookeeper	NEW Zoo & Parks	\$18.14	\$22.67	\$27.21	91%		-

BROWN COUNTY 2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Job Title	Dept	Min	Mid Point	Max	Compa Ratio*		Impact of Financial	
BENCHMARK POSITIONS		- Late	I-Oline	Witch	Ratio	Comment	Adjustment	òΉ
						(4)		_
Administrative Assistant II	Administration	646.07	P24 00	600.00	1010			Τ
Administrative Assistant II	Airport		\$21.08		101%			
Administrative Assistant II	Board Office	\$16.87	\$21.08 \$21.08	\$25.30	110%			
Administrative Assistant II	Child Support	\$16.87	\$21.08	\$25.30	88% 95%			4
Administrative Assistant II Administrative Assistant II	Child Support		\$21.08		95%			_
Administrative Assistant II Administrative Assistant II	Child Support	\$16.87			00.76			-
Administrative Assistant II	Child Support	\$16.87	\$21.08	\$25.30	89%			-
Administrative Assistant II	Human Resources	\$16.87	\$21.08	\$25.30	111%			-
Administrative Assistant II	County Clerk County Clerk	\$16.87	\$21.08	\$25.30	98%			
Administrative Assistant II	Executive		\$21.08	\$25.30	96%			П
Administrative Assistant II	Human Services	\$16.87		\$25.30	90%			
Administrative Assistant II	Human Services	\$16.87	\$21.08 \$21.08	\$25.30	96%			- 7
Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30 \$25.30	85% 86%			
Administrative Assistant II Administrative Assistant II	Human Services	\$16.87	\$21.08		115%			_
Administrative Assistant II	Human Services	\$16.87				below minimum	\$115	-
Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	89%	Scion milliman	\$110	4
Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	85%			+
Administrative Assistant II	Human Services NEW Zoo & Parks	\$16.87	\$21.08	\$25,30	90%			1
Administrative Assistant II	Planning		\$21.08		80%			1
Administrative Assistant II	Sheriff	\$16.87 \$16.87	\$21.08 \$21.08	\$25.30	020/			1
Administrative Assistant II	Sheriff	\$16.87		\$25.30	93% 85%			1
Administrativo Assistant II Administrative Assistant II	Sheriff	\$16.87		\$25.30	82%			4
Administrative Assistant II	Sheriff		\$21.08	\$25.30	83%			+
Administrative Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	83%			+
Administrative Assistant II	Sheriff			\$25.30	83%			1
Administrative Assistant II	Sheriff Sheriff	\$16.87		\$25.30	83%			t
Administrative Assistant II	Sheriff Sheriff	\$16.87		\$25.30	82%			†
Administrative Assistant II	Technology Services	\$16.87	\$21.08	\$25.30	83%			1
Administrative Assistant II	Veterans Office	\$16.87	\$21.08	\$25.30	98%			Ť
ertified Occupational Therapist Assistant	Human Services	\$16.87 \$16.87	\$21.08	\$25.30 \$25.30	96%			I
Certified Occupational Therapist Assistant	Human Services	\$16.87	\$21.08	\$25.30	88%			1
Certified Occupational Therapist Assistant Department Assistant	Human Services	\$16.87	\$21.08	\$25.30	88%			4
Department Assistant	NEW Zoo & Parks	\$16.87		\$25.30	80%			+
Department Assistant	Public Works	\$16.87	\$21.08	\$25.30	84%			+
Department Assistant	Public Safety Communication	s \$16.87	\$21.08	\$25.30	85%			+
Department Assistant	Human Services	\$16.87	\$21.08	\$25.30				t
Department Assistant	Planning	\$16.87	\$21.08	\$25,30				t
Pepartment Assistant	Corporation Counsel Sheriff	\$16.87	\$21.08	\$25.30	96%			Ť
epartment Assistant	Health	\$16.87	\$21.08	\$25.30	105%			T
epartment Assistant	Airport	\$16.87 \$16.87	\$21.08	\$25.30	108%	1 == abases		I
mergency Management Specialist	Public Safety Communication	s \$16.87	\$21.00	\$25.30	93%	t or above maximum		1
ood Service Supervisor Junet Services Coordinator	Human Services	\$16.87	\$21.08	\$25.30	115%			1
eavy Equipment Operator	NEW Zoo & Parks	\$16.87	\$21.08	25.30	84%			╀
eavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			₽
eavy Equipment Operator	Public Works	\$16.87	21.08	\$25.30	108%			H
eavy Equipment Operator	Public Works Public Works	\$16.87	\$21.08	25.30	108%			t
eavy Equipment Operator	Public Works Public Works	\$16.87	\$21.08 \$	25.30	10%			T
navy Equipment Operator	Public Works	\$16.87	21.08	25.30				Γ
eavy Equipment Operator	Public Works	\$16.87 \$16.87	21.08		08%			
savy Equipment Operator	Public Works	\$16.87	21.08	25.30	08%			L
savy Equipment Operator savy Equipment Operator	Public Works	\$16.87	21 DR 19	25.30	08%			-
Bavy Equipment Operator Pavy Equipment Operator	Public Works	\$16.87	21.08	25 30 1	08%			1
22 y Equipment Operator	Public Works	\$16.87			08%			-
Bavy Equipment Operator	Public Works	\$16.87	21.08		08%			H
eavy Equipment Operator	Public Works	\$16.87	21.08	25.30 1	08%			H
savy Equipment Operator	Public Works	\$16.87	21.08 \$	25.30 1	08%			t
avy Equipment Operator	Public Works	\$16.87			08%			
avy Equipment Operator	Public Works Public Works	\$16.87 \$	21.08 \$		08%			
avy Equipment Operator	Public Works	\$16.87	21.08 \$	25.30 1	10%			Ī
avy Equipment Operator	Public Works	\$16.87 \$	21.08 \$	25.30 1	08%			
avy Equipment Operator	Public Works	\$16.87 \$ \$16.87 \$	21.08 5	25.30 1	08%			
avy Equipment Operator avy Equipment Operator	Public Works	\$16.87 \$	21 08 4	25.30 1	08%			
avy Equipment Operator	Public Works	\$16.87 \$	21.08 \$	25.30	08%			L
avy Equipment Operator.	Public Works	\$16.87 \$	21.08 \$	25.30 1	08%			-
avy Equipment Operator	Public Works	\$16.87 \$	21.08 \$	25.30 1	08%			۴
avy Equipment Operator	Public Works	\$16.87 \$	21.08 \$	25.30 1	08%			-
Rvy Equipment Operator	Public Works	\$16.87 \$	21.08 \$	25.30 1	08%			-
avy Equipment Operator	Public Works	\$16.87 \$	21.08 \$	25.30 1	08%			-
avy Equipment Operator	Public Works Public Works		21.08 \$		08%			_
		\$16.87 \$	21.08 \$2	25.30 10	08%			_
BVy Equipment Operator BVy Equipment Operator	Public Works	\$16.87 \$	24 66		08%			

NEW YEAR	Job		Impact of Financial Adjusting Adjust	. + . + . 00
ý	Title	Dept	Min Point Max Ratio* Comment Adjustment	and the same
10 DE N	ICHMARK POSITIONS		\$16.87 \$21.08 \$25.30 108%	4
Hone	vy Equipment Operator	Public Works		4
House	vy.Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 108% \$16.87 \$21.08 \$25.30 108%	4
Hora	vy Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 108% \$16.87 \$21.08 \$25.30 108%	4
Figure	vy Equipment Operator	Public Works		4
	xy E-quipment Operator	Public Works		4
14000	vy Equipment Operator	Public Works		4
Here	vy Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 108% \$16.87 \$21.08 \$25.30 108%	4
How	vy Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 108%	4
Hou	vy Equipment Operatus	Public Works	\$16.87 \$21.08 \$25.30 108%	4
Hear	vy Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 108%	4
	vy Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 108 %	4
Hour	vs r guioment Operator	Public Works	\$16.87 \$21.08 \$25.30 108%	4
Hear	vy Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 108%	4
Hen	vy Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 108%	4
PRESE	ny Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 108%	4
	cy Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 106%	4
	ovy Equipment Operator	Public Works Public Works	\$16.87 \$21.08 \$25.30 108%	1
	wy Equipment Operates	Public Works	\$16.87 \$21.08 \$25.30 108%	
Pico	vy Equipment Operates	Public Works Public Works	\$16.87 \$21.08 \$25.30 108%	-
Figa	ny Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 108%	1
	rcy Expainment Operator	Public Works	\$16.87 \$21.08 \$25.30 108%	- 4
	vy Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 110%	-
	му Ефврияни Operator	Public Works	\$16.87 \$21.08 \$25.30 110%	
	vy Equipment Operator	Public Works Public Works	\$16.87 \$21.08 \$25.30 110%	
	ivy Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 108%	_
He)	nvy Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 110%	
1400	ivy Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 113%	
	szy f-quipment Oporator	Public Works	\$16.87 \$21.08 \$25.30 108%	
	rry Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 108%	
	199 Equipment Operator. 199 Equipment Operator.	Public Works	\$16.87 \$21.08 \$25.30 108%	
F1616	sy Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 106%	_
-	ry Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 106%	
- Barrie	Ny Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 106%	_
	wy Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 106%	_
	wy Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 106%	
Pion	yy Egopaient Operator	Public Works	\$16.87 \$21.08 \$25.30 108%	
Her	Ity Equipment Operator	Public Works	\$16.87 \$21.08 \$25.30 106%	
	Revy Equipment Operator	Airport	\$16.87 \$21.08 \$25.30 108% \$16.87 \$21.08 \$25.30 105%	
Het	IVV Equipment Operator	Airport		
Hei	rvy Equipment Operator	Airport	\$16.87 \$21.08 \$25.30 108% \$16.87 \$21.08 \$25.30 108%	
Heli	see Engipment Operator	Airport	\$16.87 \$21.08 \$25.30 108%	
19212	avy Equipment Operator	Airport		
Lab	Technician	Human Services	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 94%	
1.00	pit Assistatit	Circuit Courts	\$16.87 \$21.08 \$25.30 94% \$16.87 \$21.08 \$25.30 79% below minimum \$383	
	pal Assistant	Circuit Courts	\$16.87 \$21.08 \$25.30 108%	
Edit	pil Assistant	Circuit Courts	\$16.87 \$21.08 \$25.30 103%	
Lec	par Assustant	Clerk of Courts	\$16.87 \$21.08 \$25.30 103% \$16.87 \$21.08 \$25.30 103%	
Lou	jal Assistant	Clerk of Courts	\$16.87 \$21.08 \$25.30 103%	
L-tre	jal Assistant	Clerk of Courts	\$16.87 \$21.08 \$25.30 103%	-
	jal Assistant	Clerk of Courts	\$16.87 \$21.08 \$25.30 103%	
	pat Assistant	Clerk of Courts Clerk of Courts	\$16.87 \$21.08 \$25.30 103%	
	gat Assistant	Clerk of Courts	\$16.87 \$21.08 \$25.30 99%	
	gal Assetant	Clerk of Courts	\$16.87 \$21.08 \$25.30 98%	
	pat Assestant	Clerk of Courts	\$16.87 \$21.08 \$25.30 96%	
	pat Assistant	Clerk of Courts	\$16.87 \$21.08 \$25.30 94%	
	gai Assastanti	Clerk of Courts	\$16.87 \$21.08 \$25.30 91%	
	gol Assistini	Clerk of Courts	\$16.87 \$21.08 \$25.30 91%	
	gal Assistant	Clerk of Courts	\$16.87 \$21.08 \$25.30 91%	
	pat Assistant	Clerk of Courts	\$16.87 \$21.08 \$25.30 91%	
	gal Assistant gal Assistant	Clerk of Courts	\$16.87 \$21.08 \$25.30 91%	
	gal Assistant	Clerk of Courts	\$16.87 \$21.08 \$25.30 91%	
		Clerk of Courts	\$16.87 \$21.08 \$25.30 87%	
	pat Assistant	District Attorney	\$16.87 \$21.08 \$25.30 91%	
1,000	gar Assestant gar Assestant	District Attorney	\$16.87 \$21.08 \$25.30 91%	
- 1	gai Asseriant gai Asseriant	District Attorney	\$16.87 \$21.08 \$25.30 91%	
	gar Assesiant	District Attorney	\$16.87 \$21.08 \$25.30 91%	
	gal Assettant	District Attorney	\$16.87 \$21.08 \$25.30 91%	
	gal Assistant	District Attorney	\$16.87 \$21.08 \$25.30 91%	
	gal Assistant	District Attorney	\$16.87 \$21.08 \$25.30 91%	_
	gal Assistant	District Attorney	\$16.87 \$21.08 \$25.30 88%	
	gal Assistant	District Attorney	\$16.87 \$21.08 \$25.30 91%	-
	gat Assesujat	District Attorney	\$16.87 \$21.08 \$25.30 87%	
100	rensed Practical Nurse	Human Services	\$16.87 \$21.08 \$25.30 86%	100
170	ensed Practical Norse	Human Services	\$16.87 \$21.08 \$25.30 94%	
	ansing Practical Nurse	Human Services	\$16.87 \$21.08 \$25.30 94%	
	seised Practical Nuclei	Human Services	\$16.87 \$21.08 \$25.30 89%	
			\$16.87 \$21.08 \$25.30 94%	
	ensed Practical Norse	Human Services	\$16.87 \$21.08 \$25.30 94%	

	Licensed Practical Nurse		Min	Point	Max	Ratio	oa o' Comment	Financial Adjustment	Quintile
	I terrape and Theometicant Editions	Human Services	\$16.87	\$21.08	\$25.30	0 94%			
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	0 94%			2
	Licensed Fractical Nurse	Human Services	\$16.87	\$21.08	\$25.30				2
	Licensed Practical Nurse Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30				1
	Licensed Practical Nurse	Human Services		\$21.08					2
	Licensed Practical Nurse	Human Services		\$21.08					
	Licensed Practical Nurse	Human Services Human Services	\$16.87	\$21.08					2
	Licensed Practical Nurse	Human Services	\$16.87						2
-	Licensed Practical Nurse	Human Services	\$16.87						1 2
-	Licensed Practical Nurse Licensed Practical Nurse	Human Services		\$21.08	\$25.30	86%			1
	Network Support Clerk	Human Services		\$21.08					2
	Network Support Clerk	Technology Services Technology Services	\$16.87 \$16.87	\$21.08					3
-	Payroll Specialist	Human Resources	\$16.87	\$21.08 \$21.08					1
	Payroll Specialist	Human Resources	\$16.87	\$21.08					3 2
	Registered Heath Information Tech (RHIT) Telecommunications Operator	Human Services	\$16.87	\$21.08	\$25.30	93%			2
	Lelecommunications Operator I	Public Safety Communications	\$16.87		\$25.30				1
	Telecommunications Operator I	Public Safety Communications Public Safety Communications	\$16.87	\$21.08					1
	Telecommunications Operator I	Public Safety Communications Public Safety Communications	\$16.87 \$16.87	\$21.08 \$21.08	\$25.30				1
-	Telecommunications Operator I	Public Safety Communications		\$21.08	\$25.30	83%			1
	Telecommunications Operator I Telecommunications Operator I	Public Safety Communications	\$16.87	\$21.08	\$25.30				1
	Telecommunications Operator I	Public Safety Communications	\$16.87	\$21.08					1
	The state of the s	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
45	COULT IN THE COURT		-			+			
15	Child Support Specialist Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69		\$23.53	105%			4
3	Child Support Specialist	Child Support		\$19.61	\$23.53				4
	Child Support Specialist	Child Support Child Support	\$15.69		\$23,53				4
	Child Support Specialist	Child Support	\$15.69 \$15.69		\$23.53 \$23.53				4
	Child Support Specialist	Child Support		\$19.61	\$23.53				4
-	Child Support Specialist Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support Child Support		\$19.61	\$23.53				4
	Clidd Support Specialist	Child Support	\$15. 69 \$15.69	\$19.61 \$19.61	\$23.53				4
	Child Support Specialist	Child Support	\$15.69		\$23.53 \$23.53	102%			3
	Child Support Specialist Child Support Specialist	Child Support	\$15.69			104%			3
	Child Support Specialist	Child Support		\$19.61					
	Child Support Specialist	Child Support Child Support		\$19.61					3
	Child Support Specialist	Child Support		\$19.61 \$19.61					3
	Child Support Specialisi Child Support Specialisi	Child Support	\$15.69						3
	Operations Assistant	Child Support	\$15.69	\$19.61	\$23.53				
	Operations Assistant	Administration Human Services		\$19.61					5
	Operations Assistant	Public Works	\$15.69 \$15.69			144%	at or above maximum		6
- 1	operations Assistant	Human Services	\$15.69			112%	at or above maximum		6
	Victim/Witness Program Assistant	District Attorney	\$15.69	\$19.61	\$23.53	89%			2
									~
	Account Clerk	Human Services	844.50	640.04	604.00	070/			
	MAZULIN CHERK	Human Services	\$14.59 \$14.59						3
	ACCOUNT Clork	Human Services	\$14.59	\$18.24	\$21 RR	96%			3 2
	record Clark	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clark	Human Services	\$14.59	\$18.24	\$21.88	104%			3
	account Great	Human Services Human Services	\$14.59	\$18.24	\$21.88	104%			3
	CCOUNT CARIE		\$14.59 \$14.59	\$18.24	\$21.88				2
		Human Services	\$14.59			91%			2
	commt Clork	Human Services	\$14.59			100%			3
	CONTRACTORS.	Human Services		\$18.24					
	CCOOM Clerk		\$14.59			103%			3
	adount Clerk		\$14.59 \$14.59 \$			98%			3
	COUNT Clork	Sheriff	\$14.59			106%			5
	covered Clock	luman Services	\$14.59	\$18.24	\$21.88	96%			2
	PROVINCE CARD	duman Services	\$14.59	\$18.24	\$21.88	97%			3
	COUGHT CHOICE		\$14.59			97%			3
	GEARING CHERK		\$14.59 \$14.59	618.24	\$21.88	97%			3
			\$14.59		\$21.88	101%			4
	Count Clerk	luman Services	\$14.59 \$	518.24	\$21.88	103%			3
	count Claub	luman Services	\$14.59	18.24	\$21.88	103%			3
Ac	courti Clerk	luman Services luman Services	\$14.59	18.24	\$21.88	103%			3
AC			\$14.59 \$14.59	18 24	\$21.88	103%			3

	TORPORT WELL SEAMEN CONTROL ASSOCIATION		Impact of Financial Financial	
Pay	Job Title	Dept	Mid Compa Financial Min Point Max Ratio* Comment Adjustment Qu	uintilo
A TELLIS	BENCHMARICPOSITIONS		2000 240 24 204 20 4020/	3
	Account Clink	Human Services		4
	Accessor Clerk	Port & Resource Recovery	\$14.59 \$18.24 \$21.88 106%	4
	Account Clerk	Sheriff Sheriff	\$14.59 \$18.24 \$21.88 103%	3
-	Account Clerk	Treasurer	\$14.59 \$18.24 \$21.88 106%	4
	Account Clerk	Clerk of Courts	\$14.59 \$18.24 \$21.88 109%	4
	Account Clerk	Clerk of Courts	\$14.59 \$18.24 \$21.88 109%	4
	Account Clerk	Public Works	\$14.59 \$18.24 \$21.88 110%	3
	Account Clerk	Administration	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 104%	3
	Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104%	3
_	Deputy Medical Examiner	Medical Examiner Medical Examiner	\$14.59 \$18.24 \$21.88 104%	3
	Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104%	3
	Deputy Medical Examiner Deputy Medical Examiner	Medical Examiner	\$14,59 \$18.24 \$21.88 104%	3
-	Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104%	3
	Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104% \$14.59 \$18.24 \$21.88 104%	3
	Deputy Medical Examiner	Medical Examiner	\$14.59 \$18.24 \$21.88 104% \$14.59 \$18.24 \$21.88 117% approaching maximum	5
	Economic Support Specialist	Human Services	\$14,59 \$18.24 \$21.88 90%	2
-	Economic Support Specialist Economic Support Specialist	Human Services Human Services	\$14.59 \$18.24 \$21.88 90%	2
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 90%	2
	Economic Support Specialis!	Human Services	\$14.59 \$18.24 \$21.88 90%	2
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 92%	2
	Economic Support Specialed	Human Services	\$14.59 \$18.24 \$21.88 92% \$14.59 \$18.24 \$21.88 92%	2
1	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 92% \$14.59 \$18.24 \$21.88 99%	3
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 99%	3
	Economic Support Specialist	Human Services Human Services	\$14.59 \$18.24 \$21.88 99%	3
-	Economic Support Specialist Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 99%	3
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 99%	3
-	Economic Support Spocialist	Human Services	\$14.59 \$18.24 \$21.88 99%	3
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 99%	3
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 99%	3
	Economic Support Specialist	Human Services Human Services	\$14.59 \$18.24 \$21.88 99%	3
	Enonounc Support Specialist Econounc Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 99%	3
-	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 99%	3
_	Frommir Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 99%	3
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 99%	3
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 99%	3
	Economic Support Specialist	Human Services Human Services	\$14.59 \$18.24 \$21.88 99%	3
	Economic Support Specialist Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 99%	3
-	Economic Support Specialisi	Human Services	\$14.59 \$18.24 \$21.88 99%	3
1	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 99%	3
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 100%	3
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 100% \$14.59 \$18.24 \$21.88 100%	3
	Economic Support Specialist	Human Services	\$14,59 \$18.24 \$21.88 100% \$14.59 \$18.24 \$21.88 100%	3
	Economic Support Specialist	Human Services Human Services	\$14.59 \$18.24 \$21.88 101%	3
-	Economic Support Specialist Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 102%	3
-	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 107%	4
-	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 110%	4
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 110%	4
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 110% \$14.59 \$18.24 \$21.88 110%	4
	F.conomic Support Specialist	Human Services Human Services	\$14.59 \$18.24 \$21.88 110% \$14.59 \$18.24 \$21.88 110%	4
-	Есопотіє Зарров Брасліві Есопотіє Зарров Ѕрасліві	Human Services	\$14.59 \$18.24 \$21.88 110%	4
	Ferinamic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 110%	4
	Pronome Support Specimes	Human Services	\$14.59 \$18.24 \$21.88 111%	4
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 111 %	4
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 111%	4
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 111% \$14.59 \$18.24 \$21.88 111%	4
	Economic Support Specialist	Human Services Human Services	\$14.59 \$18.24 \$21.86 111% \$14.59 \$18.24 \$21.88 111%	4
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 112%	4
-	Economic Support Specialist Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 117% approaching maximum	5
	Feomorius Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 120%	5
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88	
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88	
	Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 \$14.59 \$18.24 \$21.88	
	Maintenance Services Associate	Airport	\$14.59 \$18.24 \$21.88 116% hpposching masimum	5
	Maintenance Services Associate	Airport Museum	\$14.59 \$18.24 \$21.88 19%	3
-	Maintenance Services Associate Maintenance Services Associate	NEW Zoo & Parks	\$14.59 \$18.24 \$21.88 114%	5
-	Mointenance Servicer Acaocints	NEW Zoo & Parks	\$14.59 \$18.24 \$21.88 114%	- 5
	Maintenance Services Associate	NEW Zoo & Parks	\$14,59 \$18.24 \$21.88 114%	5
	Maintenance Services Associate	NEW Zoo & Parks	\$14.59 \$18.24 \$21.88 112%	4
	Maintenance Services Associate	NEW Zoo & Parks	\$14.59 \$18.24 \$21.88	
	Marrienance Services Associate	Port & Resource Recovery	\$14.59 \$18.24 \$21.88 98%	3

Pay Rang	BENCHMARK POSITIONS	Dept	Min	Mid Point	Max	Con Rat	npa lo* Comment	Impact of Financial Adjustment	Quintile
	Maintenance Services Associate	Port & Resource Recovery						- Augustinent	Camina
-	Maintenance Services Associate	Port & Resource Recovery	\$14.59		\$21.88				2
-	Maintenance Services Associate	Port & Resource Recovery	\$14.59 \$14.59			84			1
-	Maintenance Services Associate	Port & Resource Recovery	\$14.59		\$21.88	92			1
	Maintenance Services Associate Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	92			2
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	849			2
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88				3
	Maintenance Services Associate	Public Works Public Works	\$14.59		\$21.88				3
	Maintenance Services Associate	Public Works	\$14.59		\$21.88				3
	Maintenance Services Associate	Public Works	\$14.59 \$14.59		\$21.88				3
_	Maintenance Services Associate	Public Works		\$18.24	\$21.88 \$21.88				3
	Maintenarice Services Associate Maintenarice Services Associate	Public Works	\$14.59	\$18.24	\$21.88				2
	Maintenance Services Associate	Public Works		\$18.24	\$21.88				3
	Maintenance Services Assertate	Public Works		\$18.24	\$21.88				3
	Fraud Investigator Aide	Public Works Human Services		\$18.24					3
	Fraud Investigator Aide	Human Services		\$18.24	\$21.88				3
		Trainan Services	\$14.59	\$18.24	\$21.88	1079	%		4
17	Admirator Town Design Town					-			
	Administrative Assistant I Administrative Assistant I	Administration	\$13.57	\$16.96	\$20.35	1069	V4		
	Administrative Assistant I	Airport	\$13.57		\$20.35				4
	Administrative Assistant I	Board Office	\$13.57	\$16.96	\$20.35				3
	Administrative Assistant (Child Support			\$20.35				3
	Administrative Assistant I	Child Support			\$20.35				2
	Administrative Assistant I	Child Support Child Support			\$20.35				3
	Administrative Assistant I	Child Support			\$20,35				3
	Administrative Assistant I	Child Support			\$20.35	98%			3
-	Administrative Assistant I	Child Support			\$20.35 \$20.35	79%	below minimum	\$400	0
-	Administrative Assistant Administrative Assistant	Child Support			\$20.35	75%	below minimum below minimum	\$400	0
	Administrative Assistant I	Child Support			\$20.35			\$1,666	0
	Administrative Assistant I	Circuit Courts	\$13.57	\$16.96	\$20.35	98%		\$3,280	0
	Administrative Assistant I	Clerk of Courts			\$20.35				3
	Administrative Assistant i	Clerk of Courts		\$16.96	\$20.35				3
	Administrative Assistant I	Clerk of Courts Clerk of Courts			\$20.35	103%			3
- 1	Administrative Assistant I	Clerk of Courts			\$20,35	103%			3
	Administrative Assistant I	Clerk of Courts			\$20.35	98%			3
	Administrative Assistant I	Clerk of Courts	\$13.57 \$13.57	\$16.96 \$16.96	\$20.35 \$20.35	98%			3
- 1	Administrative Assistant I Administrative Assistant I	Clerk of Courts			\$20.35	98% 98%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	94%			3
7	Administration of the Control of the	Clerk of Courts	\$13.57	\$16.96	\$20.35	92%			2
P	sdministrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	79%		\$195	2
A	dministrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	79%	below minimum	\$427	0
	dministrative Assistant I	County Clerk District Attorney	\$13.57	\$16.96	\$20.35	103%			3
- 10		District Attorney	\$13.57	\$16.96	\$20.35	98%			3
- 4	dministrative Assistant I dministrative Assistant I	Health		\$16.96 S	20.35	79%		\$427	0
A	dministrative Assistant I	Health	\$13.57	16.96	20.35	103%			3
1 1	Control of the Contro	Health	\$13.57	16.96	20.35	103%			3
A	dministrative Assistant I dministrative Assistant I	Health	\$13.57	16.96	20.35	99%			3
A	diministrative Assistant (Health	\$13.57 5	16.96	20.35	99%			3
A	dministrative Assistant I	Health	\$13.57 \$	16.96	20.35	99%			3
A	dministrative Assistant I	Health	\$13.57 \$	16.96	20.35	99%			3
A	OTHER STRUME ASSESSMENT	Health Health	\$13.57	16.96		98%			3
A	ATTIMISTICATIVE PASSISTERS 1	Health		16.96		95%			2
74.0	TUTOSTI ALIVE PASSISTATI I	Human Resources	\$13.57 \$ \$13.57 \$			88%			1
1		Human Resources				117%	approaching maximum		5
Ac		Human Resources	\$13.57			110% 106%			4
A	fministrative Assistant I	luman Services	\$13.57 \$			102%			4
Ac	Immistrative Assistant I	luman Services	\$13.57 \$	16.96 \$		102%			3
Ad	Immistrative Assistant I	luman Services	\$13.57 \$	16.96 \$		79%	below minimum	\$427	3
Ac	Iministrative Assistant I	luman Services	\$13.57 \$	16.96 \$		101%	The state of the s	φ421	3
Ad	ministrative Assistant I	luman Services luman Services	\$13.57 \$	16.96 \$	20.35	97%			2
Ad	ministrative Assistant I	luman Services	\$13.57 \$			98%			3
	immortative Assistant I		\$13.57 \$			98%			3
Add						98%			3
Ad	ministrativo Assistant I	luman Services	\$13.57 \$		20.35	-			
Arti	Ministrative Assistant I	uman Services	\$13.57 \$	16.96 \$		98%			
Adi	ministrative Assistant I	uman Services				87%			3
Adı	Dimestrative Assistant I	uman Services				87%			1
	Ministrative Assistant I	uman Services				98%			1
Add						05%			3
Adr	ministrative Assistant I		410.01	0100 1 42					
Adr Adr	ministrative Assistant i ministrative Assistant i	uman Services	\$13.57 \$1	16.96 \$2	20.35 1		approaching maximum		
Adr Adr	ministrative Assistant I ministrative Assistant I ministrative Assistant I	uman Services uman Services	\$13.57 \$1	16.96 \$2 16.96 \$2	20.35 1		approaching maximum		5

Pay	, dop	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintilla
Rango	Title BENCHMARK POSITIONS	COLUMN TO A STATE OF THE PARTY						THE PERSON NAMED IN	
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	100%			3
-	Administrative Assistant I	Human Services Human Services	\$13.57	\$16.96	\$20.35				
_	Administrative Assistant Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	108%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Administrative Assistant (Human Services	\$13.57	\$16.96 \$16.96	\$20.35	-			-
	Administrative Assistant I	Human Services Human Services		\$16.96					
	Administrative Assistant (Human Services	\$13.57	\$16.96	\$20.35		below minimum	\$3,280	0
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	97%			2
	Administrative: Assistant	Human Services	\$13.57	\$16.96 \$16.96	\$20.35	98%			3
-	Administrative Assistant (Administrative Assistant (Human Services Human Services		\$16.96		94%			2
-	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	119%	approaching masimum		5
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35 \$20.35	101%			3
	Administrative Assistant I Administrative Assistant I	Human Services Human Services	\$13.57	\$16.96	\$20.35	10176			
	Administrative Assistant (Human Services	\$13.57	\$16.96	\$20.35	106%			4
	Administrative: Assistant I	Human Services	\$13.57	\$16.96	\$20.35	109%			4
1	Admicestrative Assistant I	Human Services		\$16.96 \$16.96		109%			4
	Administrative Assistant I Administrative Assistant I	Human Services Human Services		\$16.96		112%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Administrative Assistant	Human Services		\$16.96		98%			3
	Administrative Assistant	Human Services		\$16.96 \$16.96	\$20.35 \$20.35				3
	Administrative Assistant Administrative Assistant	Human Services Public Works		\$16.96					1
-	Administrative Assistant	Medical Examiner	\$13.57	\$16.96	\$20.35				3
	Administrative Assistant I	Museum		\$16.96					3 4
	Administrative Assistant I Administrative Assistant I	Planning Planning		\$16.96 \$16.96					1
	Administrative Assistant I	Port & Resource Recovery	\$13.57	\$16.96	\$20.35		<u> </u>		
	Administrative Assistant I	Register of Deeds		\$16.96 \$16.96					3
	Administrative Assistant I Administrative Assistant I	Register of Deeds Register of Deeds	\$13.57	\$16.96	\$20.35				3
	Administrative Assistant (Register of Deeds		\$16.96	\$20.35	95%			2
	Administrative Assistant I	Register of Deeds		\$16.96					5
	Administrative Assistant Administrative Assistant	Register of Deeds Register of Deeds		\$16.96 \$16.96					4
-	Administrative Assistant	Sheriff		\$16.96	_				3
	Administrative Assistant (Sheriff		\$16.96					3
	Administrative Assistant I Administrative Assistant I	Sheriff Sheriff		\$16.96 \$16.96					4
	Administrative Assistant I	Sheriff		\$16.96					3
	Administrative Assistant (Technology Services		\$16.96					3
	Administrative Assistant I	Technology Services	\$13.57	\$16.96	\$20.35 \$20.35	88% 114%			5
-	Administrative Assistant I Administrative Assistant I	Treasurer Office UW Extension	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	UW Extension	\$13.57	\$16.96	\$20.35	105%			3
	Administrative Assistant I	UW Extension			\$20.35				3 2
-	Administrative Assistant I	UW Extension UW Extension	\$13.57	\$16.96	\$20.35 \$20.35	100%			3
	Administrativo Assistant I	Veterans Office	\$13.57	\$16.96	\$20.35	101%			3
	Adminestrative Assistant I	Veterans Office			\$20.35 \$20.35				3 3
	Human Services Support Specialist Human Services Support Specialist	Human Services Human Services	\$13.57	\$16.96	\$20.35				3
	Homan Services Support Specialist	Human Services	\$13.57	\$16.96	\$20.35	104%			3
	Human Services Support Specialist	Human Services			\$20.35				3
	Human Services Support Specialist Human Services Support Specialist	Human Services Human Services			\$20.35				3 3
-	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35				
	routh Care Worker	Human Services	\$13.57	\$16.96	\$20.35	107%			4
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$ \$20.35 \$ \$20.35	112%			4
	Youth Care Worker Youth Care Worker	Human Services Human Services			\$20.35				4
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	rooth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	112%	арукоаснику тахиций		4
	Youth Care Worker Youth Care Worker	Human Services Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$ \$20.35	118%	approaching maximum		5
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	118%	hipmaching maximum .	-	5
	Youth Care Worker Youth Care Worker	Human Services Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	South Care Worker	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximini		5
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$ \$20.35 \$ \$20.35	107%			4
-	Youth Care Worker Youth Care Worker	Human Services Human Services	\$13.57	\$16.96	\$20.35	107%			4
	Youth Care Worker	Human Services			\$20.35				4
			-						

Page 17

BROWN COUNTY 2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015).

ay nge	Job Title			Mid		Comp		Impact of Financial	
	BENCHMARK POSITIONS	Dept	Min	Point	Max	Ratio	Comment	Adjustment	Quint
	Youth Care Worker	Human Services	612.57	E40.00	A00.05	40704			
	Youth Care Worker	Human Services		\$16.96	\$20.35				4
_	Youth Care Worker	Human Services			\$20.35 \$20.35				4
	Youth Care Worker	Human Services			\$20.35				4
_	Youth Care Worker	Human Services		\$16.96	\$20.35				4
_	Youth Care Worker	Human Services			\$20.35				4
-	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	107%			4
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	107%			4
\rightarrow	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	112%			4
-				-4.110.0		1,12,70			4
8 (Open								
	9,011		\$12.62	\$15.77	\$18.93				
\neg									
9. (Certified Nursing Assistant	1							
1	Certified Nursing Assistant	Human Services		\$14.67					
1	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
(Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		5
15	Jertified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		5
10	ertified Nursing Assistant	Human Services			\$17.60	112%			4
15	Lertified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60				
16	ortified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
2	ertified Nursing Assistant	Human Services			\$17.60				4
10	erlified Nursing Assistant	Human Services			\$17.60				4
IC	Certified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
C	Certified Nursing Assistant	Human Services			\$17.60	121%	at or above maximum		6
10	Certified Nursing Assistant	Human Services Human Services	\$11.73	\$14.67	\$17.60				
	ortified Nursing Assistant	Human Services	\$11.73	\$14.67	\$17,60	121%	at or above maximum		6
C	ertified Nursing Assistant	Human Services		\$14.67	\$17.60	121%	at or above maximum		6
C	edified Nursing Assistant	Human Services	\$11,73	\$14.67	\$17.60	119%	approaching maximum		5
C	ertified Nursing Assistant	Human Services	\$11.73			121%	at or above maximum		6
C	ortified Nursing Assistant	Human Services	\$11.73	\$14.67		121%	at or above maximum		6
C	enning Nursing Assistant	Human Services	\$11.73	\$14.07	\$17.00		at or above maximum		6
_ C	ARTHREU PRINSING ASSISIANT	Human Services	\$11.73	\$14.07 \$44.07	\$17.60		at or above maximum		6
_ C	eranen Nursing Assistant	Human Services	\$11.73	D14.07			at or above maximum		6
10	CHRICO INDESING ASSISTANT	Human Services	\$11.73 \$11.73			121%	at or above maximum		6
_ 6	entitled (Nursing Assistant	Human Services	\$11.73	\$14.07		121%	at or above maximum		6
_ S	enmed Nursing Assistant	Human Services	\$11.73	\$14.07 \$14.67			at or above maximum		6
- 6	CHINED MURRING ASSISTANT	Human Services	\$11.73	\$14.07		121%	at or above maximum		6
니날	enned Nursing Assistant	Human Services	\$11.73	\$14.07		12170	at or above maximum		6
10	erungg Nursing Assistant	luman Services	\$11.73				at or above maximum		6
12	nuned Nuesing Assistant	-luman Services	\$11.73	\$14.07			at or above maximum		6
14	diffect intersing Assistant	luman Services	\$11.73	\$14.07		121%	at or above maximum		6
- Lut	numeo iyorsing Assistant	luman Services	\$11.73	\$14.07	\$17.60		at or above maximum		6
12	armed Nursing Assistant	Human Services	\$11.73	\$14.67			approaching maximum at or above maximum		5
100	ertified Nursing Assistant	tuman Services	\$11.73				at or above maximum		6
100	ortified Nursing Assistant ertified Nursing Assistant	luman Services	\$11.73				at or above maximum		6
100	williand the second to the sec	Human Services	\$11.73				at or above maximum		6
18	ertiling Nursing Assistant	luman Services	\$11.73	\$14.67		121%	at or above maximum		6
00	intified Nursing Assistant	luman Services	\$11.73			121%	at or above maximum		6
00	ruled Nursing Assistant	luman Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		6
Co	ortified Nursing Assistant	luman Services	\$11.73	14 67	\$17.60	121%	at or above maximum		5
	rhiled Nursing Assistant	luman Services	\$11.73	14 67	\$17.60	121%	at or above maximum		6
Co	rified Nursing Assistant	luman Services	\$11.73	14.67	\$17.60		at or above maximum		6
Pa	Holed Mursing Assistant	luman Services	\$11.73	14.67			at or above maximum		6
188	AND THE PROPERTY AND PROPERTY AND PARTY OF THE PARTY OF T	luman Services	\$11.73	14.67			at or above maximum		6
18	TIMEST PURSING ACCICION	luman Services	\$11.73	14.67			at or above maximum		6
C.	HIMME INDISHIG ASSISTANT	luman Services	\$11.73	14.67	17.60		at or above maximum		6
분	timed Nursing Assistant	luman Services	\$11.73	14.07					6
UB	HIREO NUESING ASSISTANT	uman Services	\$11.73	14.07	17.00		approaching maximum		5
CE	mileo nursino Assistant	uman Services	\$11.73				at or above maximum		6
100	Hilled Norsing Assistant	uman Services	\$11.73	14.67			at or above maximum		6
Cel	tilled Nursing Assistant	uman Services	\$11.73	14.67			at or above maximum		6
15-64		uman Services	\$11.73	14 67		210/	it or above maximum		6
	rtified Nursing Assistant								6

BROWN COUNTY 2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Gent Cert Cert Cert Cert Cert Cert Cert Cer	Title NCHMARK POSITIONS Title Nursing Assistant Titled Nursing Assistant	Human Services	\$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73	\$14.6 \$14.6 \$14.6 \$14.6 \$14.6 \$14.6 \$14.6	7 \$ 7 \$ 7 \$ 7 \$ 7 \$ 7 \$ 7 \$ 9 \$ 9	\$17.60 \$17.60 \$17.60 \$17.60	121% 121% 112% 121%	at or above maximum at or above maximum at or above maximum	Adjustment	Qui
BEN Cert Cert Cert Cert Cert Cert Cert Cert	UCHMARK POSITIONS Titled Norsing Assistant	Human Services	\$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73	\$14.6 \$14.6 \$14.6 \$14.6 \$14.6 \$14.6 \$14.6	7 \$ 7 \$ 7 \$ 7 \$ 7 \$	\$17.60 \$17.60 \$17.60 \$17.60	121% 112% 121%	at or above maximum at or above maximum		
Cent Cent Cent Cent Cent Cent Cent Cent	tibed Norsing Assistant titled Norsing Assistant	Human Services	\$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73	\$14.6 \$14.6 \$14.6 \$14.6 \$14.6 \$14.6 \$14.6	7 \$ 7 \$ 7 \$ 7 \$ 7 \$	\$17.60 \$17.60 \$17.60 \$17.60	121% 112% 121%	at or above maximum at or above maximum		
Cent Cent Cent Cent Cent Cent Cent Cent	illied Norsing Assistant fillied Norsing Assistant	Human Services	\$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73	\$14.6 \$14.6 \$14.6 \$14.6 \$14.6 \$14.6	7 9 7 9 7 9 7 9	\$17.60 \$17.60 \$17.60	112% 121%	at or above maximum		
Cent Cent Cent Cent Cent Cent Cent Cent	illied Nursing Assistant tillied Nursing Assistant tillied Nursing Assistant fillied Nursing Assistant fillied Nursing Assistant tillied Nursing Assistant tillied Nursing Assistant fillied Nursing Assistant	Human Services	\$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73	\$14.6 \$14.6 \$14.6 \$14.6 \$14.6	7 9 7 9 7 9	\$17.60 \$17.60	121%			
Cert Cert Cert Cert Cert Cert Cert Cert	tilled Nursing Assistant	Human Services	\$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73	\$14.6 \$14.6 \$14.6 \$14.6 \$14.6	7 9 7 9 7 9	\$17.60 \$17.60	121%			
Cert Cert Cert Cert Cert Cert Cert Cert	tilled Norsing Assistant	Human Services	\$11.73 \$11.73 \$11.73 \$11.73 \$11.73 \$11.73	\$14.6 \$14.6 \$14.6 \$14.6	7 9	\$17.60				
Certification Ce	Hiled Norsing Assistant	Human Services Human Services Human Services Human Services Human Services Human Services	\$11.73 \$11.73 \$11.73 \$11.73 \$11.73	\$14.6 \$14.6 \$14.6	7 3	11760	and the second	approaching maximum	1	
Carl Cent Cent Cent Cent Cent Cent Cent Cent	Hilled Nursing Assistant Inted Nursing Assistant	Human Services Human Services Human Services Human Services Human Services	\$11.73 \$11.73 \$11.73 \$11.73	\$14.6 \$14.6				ce In I am a company to		
Cent Cent Cent Cent Cent Cent Cent Cent	illied Norsing Assistant	Human Services Human Services Human Services Human Services	\$11.73 \$11.73 \$11.73	\$14.6	/ 13					\top
Centicent Centic	hiliget Norging Assistant nitied Norging Assistant nitied Norging Assistant nitied Norging Assistant nitied Norging Assistant nitied Norging Assistant	Human Services Human Services Human Services	\$11.73 \$11.73	\$146						
Cent Cent Cent Cent Cent Cent Cent Cent	illied Norsing Assistant nited Norsing Assistant nited Norsing Assistant nited Norsing Assistant nited Norsing Assistant	Human Services Human Services	\$11.73		7 9	\$17.60				
Cont Cont Cont Cont Cont Cont Cont Cont	Idied Nursing Assistant thest Nursing Assistant Thed Nursing Assistant thed Nursing Assistant	Human Services		\$14.6	7 9	\$17.60	121%	at or above maximum		
Cent Cent Cent Cent Cent Cent Cent Cent	niust Nursurg Assistant Niust Nursurg Assistant Niust Nursurg Assistant							at or above maximum		+
Cent Cent Cent Cent Cent Cent Cent Cent	nhed Norsing Assistant nhed Norsing Assistant	reguman Services		\$14.6				at or above maximum		-
Cent Cent Cent Cent Cent Cent Cent Cent	filed Morang Assestant	Human Services	\$11.73	\$14.6				at or above maximum		+
Cell Cent Cent Cent Cent Cent Cent Cent Cent		Human Services	\$11.73	\$14.6	7 3	\$17.60		at or above maximum		+
Cen Cen Cen Cen Cen Cen Cen Cen Cen Cen		Human Services		\$14.6				at or above maximum		+
Cent Cent Cent Cent Cent Cent Cent Cent	nlied Nursing Assistant nlied Nursing Assistant	Human Services				\$17.60		01.07 000000 774010100		1
Cent Cent Cent Cent Cent Cent Cent Cent	tified Norsing Assistant	Human Services	\$11.73	\$14.6	7 3	\$17.60	112%			
Cert Cert Cert Cert Cert Cert	tified Norsing Assistant	Human Services	\$11.73	\$14.6	7 5	\$17.60	119%	appronching maxicum	-	+
Cent Cent Cent Cent Cent Cent	tified Nursing Assistant	Human Services				\$17.60	112%			
Cert Cert Cert Cert Cert	tified Norsing Assistant	Human Services	\$11.73	\$14 F	7 3	\$17.60			T	
Cert Cert Cert	tified Nursing Assistant	Human Services								1
Cen Cen	tified Nursing Assistant	Human Services				\$17.60	112%			
Cert Cert	titled Florsing Assistant	Human Services				\$17.60		approaching maximum		
Cen	tified Norsing Assistant	Human Services				\$17.60	112%			+
	tified Nursing Assistant	Human Services				\$17.60	112%			+
	tified Norsing Assistant	Human Services				\$17.60	112%			
	lified Nursing Assistant	Human Services				\$17.60		approaching maximum		\perp
		Human Services				\$17.60		Addition to the same of the same of		+
	titled Norsing Assistant titled Norsing Assistant	Human Services		\$14.6						_
The same of the		Human Services				\$17.60	121%	at or above maximum		+
Cool		Human Services				\$17.60		at or above maximum		+-
Cool		Human Services				\$17.60		at or above maximum		+
Cool		Human Services				\$17.60		at or above maximum		+
Cool		Human Services				\$17.60		THE CONTROL OF THE PARTY OF THE		+
Cool		Human Services				\$17.60				+
Cool	ninistrative Clerk	Veterans Office				\$17.60	105%			
	ninistrative Clerk	District Attorney				\$17.60	114%			+
	ninistrative Clerk	District Attorney		\$14.6		\$17.60	92%			1
Adill	IIIIIstiative Clerk	District reterricy	4	-	+		-			+
-										
Finis	ding Services Associate	Airport	\$10.91	\$13.6	34	\$16.37	144%	at or above maximum		+
	ding Services Associate	Airport	\$10.91	\$13.6	14	\$16.37		at or above maximum		+
	ding Services Associate	Airport				\$16.37		at or above maximum		+
	ding Services Associate	Airport				\$16.37	89%	of the moore incomment	-	+
	ding Services Associate					\$16.37	89%	****		+
	ding Services Associate	Airport NEW Zoo & Parks		\$13.6		\$16.37	102%			+-
				\$13.6		\$16.37		at or above maximum		+
	ding Services Associate	Public Works Public Works		\$13.6		\$16.37		at or above maximum		-
	ding Services Associate			\$13.6		\$16.37		at or above maximum		+
	ding Services Associate	Public Works Public Works		\$13.6		\$16.37		at or above maximum		+
	thing Service: Associate	Public Works		\$13.6		\$16.37		at or above maximum		+
	ding Services Associate	Public Works Public Works						at or above maximum		+
	ding Service: Associate		\$10.9	\$13.0	14	\$16.37	122%	at or above maximum		+
	ding Services Associate	Public Works	\$10.9 \$10.01	\$13.0	34	\$16.37	122%	at or above maximum		+
	ding Services Associate	Public Works	\$10.9	\$13.0	34	\$16.37	1220/	at or above maximum		+
	ding Services Associate	Public Works Public Works	¢10.91	\$13.4	14	\$16.37	1220/	at or above maximum	 	+
			010.9	Q10.0	7	\$16.37	120%	at or above maximum	-	+-
	ding Services Associate	Public Works				\$16.37				+
	ding Service: Associate	Public Works	\$10.9	013.0	14	\$16.37	102/0			+
	ding Services Associate	Public Works	\$10.9	013.0	24	\$10.37 \$46.37	102%			-
	ding Services Associate	Public Works				\$16.37				+
	ding Services Associate	Public Works				\$16.37				-
	ding Senices Associate	Public Works				\$16.37				+
	ling Services Associate	Public Works				\$16.37	90%			1
Build	ding Service Associate	Public Works				\$16.37	83%			
	ling Service: Associate	Public Works	\$10.91	\$13.6	34	\$16.37	83%			
	ding Services Associate	Public Works				\$16.37				
	ling Service: Associate	Public Works				\$16.37				
	IIIIQ Services Associate	Public Works				\$16.37				1
	stant Zookeeper	NEW Zoo & Parks				\$16.37	83%			T
	stant Zookeeper	NEW Zoo & Parks				\$16.37				1
	stant Zookeeper	NEW Zoo & Parks		\$13.0						1

BROWN COUNTY 2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Pa	y Job							Impact of	
Ran		Dept	Min	Mid Point	Max	Com	oa o* Comment	Financial Adjustment	Quintile
21						-			
1 2	OPEN		\$10.15	\$12.69	\$15.22				
22		Human Services	\$9.44	011 00	844.40	000			
-	Food Service Associate	Human Services			\$14.16 \$14.16			-	2
	Food Service Associate Food Service Associate	Human Services	\$9.44		\$14.16				5
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	140%	at or above maximum		6
	Food Service Associate	Human Services Human Services	\$9.44		\$14.16		at or above maximum		6
-	Food Service Associate	Human Services	\$9.44	-	\$14.16		at or above maximum		6
	Food Service Associate Food Service Associate	Human Services	\$9.44		\$14.16		at or above maximum		6
	Food Service Associate	Human Services		\$11.80	\$14.16		The state of the s		-0
	Food Service Associate	Human Services Human Services	\$9.44	\$11.80	\$14.16				
_	Food Service Associate	Human Services		\$11.80		059/			
	Food Service Associate Food Service Associate	Human Services		\$11.80	\$14.16	95%			2
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	95%			5
	Food Service Associate	Human Services Human Services	\$9.44		\$14.16	95%			2
-	Balliff	Circuit Courts	\$9.44		\$14.16 \$14.16		at or above maximum		6
-	Balliff Balliff	Circuit Courts				79%		\$20	0
	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts Circuit Courts		\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80		79%	below minimum	\$20	0
_	Bailiff	Circuit Courts		\$11.80 \$11.80		79% 79%	below minimum below minimum	\$20	0
_	Bailiff Bailiff	Circuit Courts		\$11.80	\$14.16	79%	below minimum	\$20 \$20	0
-	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
_	Bailiff	Circuit Courts	\$9,44	\$11.80 \$11.80	\$14.16	79%	below minimum	\$20	0
_	Bailiff Bailiff	Circuit Courts		\$11.80		79%	below minimum below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20 \$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts Circuit Courts		\$11.80		79%	below minimum	\$20	0
_		Guidal Goldins	\$9,44	\$11.80	\$14.16	79%	below minimum	\$20	0
23	Husbandry Assistant					_			
	Litrahander A. J. J.	NEW Zoo & Parks		\$10.97	\$13.17	75%	below minimum	\$1,102	0
	Husbandry Assistant	NEW Zoo & Parks NEW Zoo & Parks			\$13.17	75%	below minimum	\$938	0
	Husbandry Assistant	NEW Zoo & Parks			\$13.17 \$13.17	75% 75%	below minimum below minimum	\$938	0
			Ψ0.70	\$10.57	\$15.17	7576	Delow minimum	\$938	0
24	Guest Services Associate								
	Guest Services Associate	NEW Zoo & Parks NEW Zoo & Parks	\$8.16		\$12.25		below minimum	\$84	0
	Guest Services Associate	NEW Zoo & Parks		\$10.20		100%			3
	Guest Services Associate	NEW Zoo & Parks	\$8.16 \$8.16	\$10.20	\$12.25 \$12.25	100% 97%			3
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	97%			2
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	97%			2
	Guest Services Associate	NEW Zoo & Parks NEW Zoo & Parks		\$10.20		97%			2
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20 \$10.20	\$12.25	89%			_ 1
-	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	77%	below minimum	\$84	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25		below minimum	\$84	0
	Guest Services Associate	NEW Zoo & Parks NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	77%	below minimum	\$84	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16				below minimum	\$84	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25 \$12.25		below minimum below minimum	\$84	0
	Guest Services Associate	IEW Zoo & Parks	\$8.16	10.20	\$12.25		below minimum	\$84 \$84	0
	Guest Services Associate	IEW Zoo & Parks	\$8.16	10.20	\$12.25	77%	below minimum	\$84	0
- (Guest Services Associate	IEW Zoo & Parks IEW Zoo & Parks		10.20	\$12.25	71%	below minimum	\$292	0
(Guest Services Associate	IPTIAL TO A ST.		10.20 5		71%	below minimum	\$292	0
- 19	Supet Services Associate	EW Zoo & Parks	\$8.16 \$	10.20	12.25	71%	below minimum	toos	
- 6	Super Services Associate	EW Zoo & Parks	\$8.16 \$	10.20	12.25		below minimum	\$292 \$292	0
	Suest Services Associate	EW Zoo & Parks	\$8.16 \$	10.20 \$	12.25	71%	below minimum	\$292	0
(Propert Court from the court of	EW Zoo & Parks	\$8.16 \$	10.20 \$	12.25	71%	below minimum	\$292	0
-		LAY LOO & PAIKS	\$8.16 \$	10.20 \$	12.25	71%	pelow minimum	\$292	0
			-			-			
			-	THE REAL PROPERTY.	-			the second secon	

CR AVERAGE 102% Estimated Impact of Bringing Employees
To Minimum of Range Assuming All
Employees Work 2080
hours' \$20,463

BROWN COUNTY

IMPACT OF MERIT INCREASE DECISIONS WORKSHEET (2.13.2015)

Example

TARGET DATE FOR CONSIDERATION AND IMPLEMENTATION 2016

Cell Contribution Payout = P x C x G

P = Proportion in performance rating category*

C = Proportion in position-in-range category as a result of the comparative ratio analysis**

G = Guideline percent increase in cell***

Performance Matrix Calculation Model

			Position	-in-Range (Quintiles)***	
		Ist	2nd	3rd	4th	5th
The state of the s		(80-88%)	(89-96%)	(97-104%)	(105-113%)	(114-120%+
Performance Rating	S. J. DIAL	0.15	0.21	0,29	0.19	0.16
Substantially Above Expectations	0.05	4.50	4 00	3.50	3.00	2.00
Abau 5		0.033	0.043	0.051	0.028	0.016
Above Expectations	0.15	4.00	3.50	3.00	2.60	2.00
Month E. J. II		0.088	0.112	0.130	0.070	0.049
Meets Expectations	0.70	3.50	3.00	2.50	2,00	1.50
Bolow Communication		0.357	0.450	0.506	0.263	0.172
Below Expectations	0.05	0.00	0.00	0.00	0.00	9.00
Substantially D. I		0.000	0.000	0.000	0.000	0.000
Substantially Below Expectations	0.05	0.00	0.00	0.00	0.00	0.00
	1.00	0.000	0.000	0.000	0.000	0.000

1:00 Blue = P Red = C Green = G

Black = cell payout (P x C x G)

Total percentage impact to payroll:

Cell totals:

0.478

0.605

0.687

0,361

0.237

2.367

PLEASE NOTE: The figures outlined in the table above are not a recommendation, but rather an illustration as to how the worksheet can be used.

February 2015

Prepared by Wipfli LLP

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^{&#}x27;The performance rating distributions are reflective of a typical distribution that will need to be adjusted to reflect the County's actual distributions each year.

^{**}The position-in-range distributions reflect the current distributions as of the date of this report. These distributions were determined by using the compa-ratio analysis worksheet. This analysis will need to be adjusted each year to reflect position-in-range placement as pay changes occur

[&]quot;The County will need to adjust the numbers each year to align with compensation goals and budgetary considerations

<u>Department</u>	Vendor	Invoice Number	Invoice Date	Amount	Description
Administration Administration	WISCONSIN MUNICIPAL MUTUAL INSUR.	1326	04/13/2015	\$61,659.52 \$61,659.5 2	SIR Imprest Replenishment
Administration.Accounting.Accounting Administration.Accounting. BROWN CO EI	rting.Accounting INTERNAL REVENUE SERVICE BROWN CO EMPLOYEE CREDIT UNION	PG05/115 PG07 PR116	04/07/2015 04/14/2015	\$124,930.42 \$94,766.48	FED TAX - Federal Withholding Tax* BC EMP CU (2X) - BC Employee
Administration.Accounting.	BROWN CO EMPLOYEE CREDIT UNION	PG02/PR114	04/01/2015	\$10,206.50	CU- 1st & 2nd only* BC EMP CU (2X) - BC Employee CII- 1st & 2nd only*
Administration.Accounting.	GREAT WEST LIFE & ANNUITY INSURAN	5-150418	04/21/2015	\$5,043.00	CC- 1st & 21th Only ROTH IRA - ROTH IRA- Wisconsin Deferred Com*
Administration.Accounting.	MINNESOTA LIFE INSURANCE	201505-1	04/06/2015	\$31,009.86	MINNESOTA LIFE INSURANCE CO1
Administration.Accounting.	(PAYROLL ONLY) DETF Employee Trust Fi	April 2015	04/07/2015	\$778,911.83	WISCONSIN EMPLOYEE TRUST FUNDS
Administration.Accounting.	CITY OF GREEN BAY	7150425	04/28/2015	\$5,200,50	PARKING-GB MW - Parking-GB Monroe/Walnut Lot MW*
Administration.Accounting.	GREAT WEST LIFE & ANNUITY INSURAN	PG05/PR115	04/07/2015	\$5,043.00	457(b) WDC - 457(b) Wisconsin
Administration.Accounting.	BROWN CO EMPLOYEE CREDIT UNION	PG07 PR114	04/01/2015	\$95,530.48	BC EMP CU (2X) - BC Employee
Administration. Accounting.	GREAT WEST LIFE & ANNUITY INSURAN	PG07 PR116	04/14/2015	\$27,916.14	ROTH IRA - ROTH IRA- Wisconsin
Administration Accounting.	GREAT WEST LIFE & ANNUITY INSURAN	PG07 PR114	04/01/2015	\$29,298.64	Deferred Com" ROTH IRA - ROTH IRA- Wisconsin Deferred Com*
Administration Accounting	INTERNAL REVENUE SERVICE	PG07/02 PR114	04/02/2015	\$559,816.18	FED TAX - Federal Withholding Tax*
Administration.Accounting. Administration.Accounting.	NATIONWIDE RETIREMENT SOLUTIONS WI DEPT OF WORKFORCE DEVELOPME	PG04 PR114 MARCH 2015	04/02/2015 04/15/2015	\$5,288.69 \$18,497.38	457(b) - 457(b) Nationwide DEPARTMENT OF WORKFORCE
Administration.Accounting.	NATIONWIDE RETIREMENT SOLUTIONS	PG04 PR116	04/16/2015	\$5,188.69	& DEVELOP 457(b) - 457(b) Nationwide
Administration Accounting.	INTERNAL REVENUE SERVICE	PG07/PR116	04/16/2015	\$575,084.10	FED TAX - Federal Withholding Tax*
Administration. Accounting.	BROWN CO EMPLOYEE CREDIT UNION	7150425	04/28/2015	\$94,668.48	BC EMP CU - BC Employee Credit
Administration.Accounting.	NATIONWIDE RETIREMENT SOLUTIONS	PG05/PR115	04/07/2015	\$5,161.53	Union - All" 457(b) - 457(b) Nationwide
Administration.Accounting.	BROWN CO EMPLOYEE CREDIT UNION	PG05/PR115	04/07/2015	\$10,249.50	BC EMP CU - BC Employee Credit Union - All*
Administration.Accounting.	BROWN CO EMP CREDIT UNION	PG07 PR114	04/01/2015	\$7,140.00	UNION DUES 26 - Union Dues BG26-Sheriff Non-Sups
Administration Accounting.	NATIONWIDE RETIREMENT SOLUTIONS	PG07 PR116 4/1 to 4/15/15	04/14/2015	\$41,521.63	457(b) - 457(b) Nationwide STATE TAX - State Withholding
					Tax*

<u>Department</u> Administration.Accounting.	<u>Vendor</u> BROWN CO EMPLOYEE CREDIT UNION	Invoice Number PG02 PR116	Invoice Date 04/15/2015	Amount \$10,358.50	Description BC EMP CU (2X) - BC Employee
Administration.Accounting.	GREAT WEST LIFE & ANNUITY INSURAN	7150425	04/28/2015	\$32,243.14	CU- 1st & 2nd only* 457(b) WDC - 457(b) Wisconsin
Administration.Accounting.	BROWN CO EMP CREDIT UNION	7150425	04/28/2015	\$7,440.00	Deferred Comp UNION DUES 26 - Union Dues BG26-Sheriff Non-Suns
Administration. Accounting.	INTERNAL REVENUE SERVICE	20150427	04/21/2015	\$129,034.88	FED TAX - Federal Withholding Tax*
Administration Accounting.	WI DEPT OF REVENUE	3/15/15 -3/31/15	04/06/2015	\$123,301.56	STATE TAX - State Withholding
Administration Accounting	NATIONWIDE RETIREMENT SOLUTIONS	PG07 PR114	04/01/2015	\$43,722.05	Tax* 457(b) - 457(b) Nationwide
Administration. Accounting.	NATIONWIDE RETIREMENT SOLUTIONS	7150425	04/28/2015	\$39,131.63	457(b) - 457(b) Nationwide
Administration Accounting.	BROWN CO EMPLOYEE CREDIT UNION	5-150418	04/21/2015	\$10,259.50	BC EMP CU (2X) - BC Employee
Administration.Accounting.	BROWN CO EMPLOYEE CREDIT UNION	2-150424	04/29/2015	\$10,537,50	CU- 1st & 2nd only* BC EMP CU (2X) - BC Employee
					CU- 1st & 2nd only*
				\$3,059,014.70	
Administration Technology Services Administration Technology CAMERA CC	logy Services CAMERA CORNER	459756A-IN	03/24/2015	\$18,194.00	T.S Computer Equipment
Administration Technology	CAMERA CORNER	459757A-IN	03/24/2015	\$13,581.00	T.S Computer Equipment
Administration. Technology	CDW	TL78228	03/28/2015	\$60,900.00	T.S Software License
Administration. Technology	CAMERA CORNER	0460364-IN	03/12/2015	\$432.00	T.S Computer Equipment
Administration. Technology	AT&T	920R09199104/15	04/04/2015	\$165.00	T.S Locator ID
Administration. Technology	AT&T	9933717203/0415	04/05/2015	\$4,174.06	T.S Channels
Administration. Technology	CDW	TF36282	03/17/2015	\$3,750.00	T.S SYG Pro Eng Nas 7.5 Lic
Administration. Technology	CAMERA CORNER	459755A-IN	03/24/2015	\$4,962.00	T.S Computer Equipment
Administration. Technology	MULTIMEDIA COMMUNICATIONS &	2224	04/03/2015	\$890.09	T.S BCCAN West Project #2 -
					Engineering
Administration. Technology	MULTIMEDIA COMMUNICATIONS &	2220	04/03/2015	\$4,335.79	T.S BCCAN Ashwaubenon Project
Administration. Technology	NUANCE COMMUNICATIONS	30123876	03/30/2015	\$5,910.00	- Engineering T.S Hardware Maintenance
Administration Technology	CAMERA CORNER	0460365-IN	03/16/2015	\$9,270.00	T.S Computer Equipment
Administration: Technology	CAMERA CORNER	0459757-IN	03/19/2015	\$1,629.00	T.S Computer Equipment
Administration Technology	CAMERA CORNER	460366A-IN	03/20/2015	\$435.00	T.S Computer Equipment
Administration Technology	AT&T	1492177209/0415	04/05/2015	\$1,925.96	T.S Transport
Administration Technology	CAMERA CORNER	459754A-IN	03/24/2015	\$8,270.00	T.S Computer Equipment
Administration Technology	AT&T	920202036704/15	04/01/2015	\$4,962.40	T.S Sonet Ring
Administration. Technology	CAMERA CORNER	460364A-IN	03/18/2015	\$17,460.00	T.S Computer Equipment
Administration. Technology	BOMGAR CORPORATION	INV0027374	03/16/2015	\$13,228.02	T.S Bomgar License & Maintenance
Administration. Technology	MULTIMEDIA COMMUNICATIONS &	2221	04/03/2015	\$2,683.91	T.S BCCAN East Project #1 -
				-	Engineering



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Department	Vendor	Invoice Number	Invoice Date	Amount	Description
Administration. Technology	CDW	TM68936	03/31/2015	\$29,358.00	T.S SYG EV Email mgmt & Edis STD
Administration. Technology	CAMERA CORNER	0460366-IN	03/16/2015	\$4,635.00	T.S Computer Equipment
Administration. Technology	CAMERA CORNER	460364B-IN	03/20/2015	\$1,740.00	T.S Computer Equipment
Administration Technology	MULTIMEDIA COMMUNICATIONS &	2223	04/03/2015	\$3,718.68	T.S BCCAN West Project #1 -
- H				1	
Administration. Iechnology	MULIIMEDIA COMMUNICATIONS &	2222	04/03/2015	\$1,025.30	I.S BCCAN East Project #2 -
Administration Technology	CAMERA CORNER	0460920-IN	04/07/2015	\$15 210 00	Englineering T.S Computer Equipment
Administration Tochnology		163164	03/04/0016	£1 178 2E	T.S. Dotab Cords
Administration Technology	CAMERA CORNER	0459754-IN	03/19/2015	\$180.00 \$180.00	T.S Computer Equipment
Administration Technology	CAMERA CORNER	0459756-IN	03/19/2015	\$396.00	T.S Computer Equipment
Administration. Technology	CAMERA CORNER	0459755-IN	03/19/2015	\$108.00	T.S Computer Equipment
Administration. Technology	CAMERA CORNER	460365A-IN	03/20/2015	\$870.00	T.S Computer Equipment
¥				\$235,577.46	
Airport	MEAD & HUNT INC	250548	03/17/2015	\$8,916.00	FEB 2015 GRB AIR SVC
No. of					CONSULTING
Airport	WISCONSIN PUBLIC SERVICE	42716813400141,	03/25/2015	\$248.17	2021 AIRPORT DRIVE ELEC & GAS
Airport	WISCONSIN PUBLIC SERVICE	42716813400142.	03/25/2015	\$24.56	HANGAR C6 ELEC
Airport	WISCONSIN PUBLIC SERVICE	42716813400149.	03/25/2015	\$53.95	GATE 15 ELEC
Airport	TREAS VILLAGE OF ASHWAUBENON	100548-10 1ST Q	03/06/2015	\$221.48	1ST QTR PIT/GLYCOL METER
Airport	TREAS VILLAGE OF ASHWAUBENON	100540-10 1ST Q	03/06/2015	\$60.30	1ST QTR CHILLER
Airport	TREAS VILLAGE OF ASHWAUBENON	100534-10 1ST Q	03/06/2015	\$135.58	1ST QTR PARKING LOT/TICKET
					ВООТН
Airport	STANDARD PARKING	03858 MAR 15	04/10/2015	\$24,896,91	MARCH 2015 PARKING LOT MANAGEMENT
Airport	WISCONSIN PUBLIC SERVICE	42716813400150.	03/25/2015	\$173.89	PUMP LIFT STATION
Airport	WISCONSIN PUBLIC SERVICE	42716813400152.	03/25/2015	\$24.56	HANGAR E9 ELEC
Airport	WISCONSIN PUBLIC SERVICE	42716813400158.	03/25/2015	\$49.98	CONRAD DR T HANGARHSE
					ELEC
Airport	WISCONSIN PUBLIC SERVICE	438261202300000.	03/25/2015	\$33,123.91	2/24 - 3/25/15 ELEC & GAS
Airport	LEONARD & FINCO	17008	03/31/2015	\$1,437.17	MARCH 2015 PUBLIC RELATIONS
Airport	VIKING ELECTRIC SUPPLY INC	9172488	03/30/2015	\$785.10	LIGHTING UPGRADE SUPPLIES
Airport	WI ECONOMIC DEVELOPMENT CORP	INV-001578	03/03/2015	\$13,200.00	WI CERTIFIED SITES PROGRAM
Airport	TREAS VILLAGE OF ASHWAUBENON	100546-10 1ST Q	03/06/2015	\$284.66	1ST QTR LSM SHOP BUILDING
Airport	TREAS VILLAGE OF ASHWAUBENON	100530-11 1ST Q	03/06/2015	\$111.34	1ST QTR OLD CMS BUILDING
Airport	TREAS VILLAGE OF HOBART	812.06	04/14/2015	\$812.06	2015 SAMPLING CHARGES
Airport	WISCONSIN PUBLIC SERVICE	42716813400151.	03/25/2015	\$34.61	ARFF LIFT ELEC
Airport	WISCONSIN PUBLIC SERVICE	42716813400155	03/25/2015	\$110.01	1971 AIRPORT DRIVE ELEC

te Amount Description	\$41,24 ADAM DRIVE ENTRANCE GATE FI FC	\$1,931,99 2/23 - 3/24/15 ELEC & GAS \$62,230.00 MARCH 2015 ARFF SERVICE	\$7,728.00 LIGHTING UPGRADE SUPPLIES	#31,046,07 131 QTR TERMINAL BUILDING			\$186,713.13	\$9,000.00 Support & Maintenance Agreement 2/15/15 - 2/14/16	-	\$18,899.25 March 2015 Mail Service			N3K-C30641Q-321 \$4,139.25	\$291,165.62 PCard 0272015-03262015	\$384,687.95	\$7,831.66 Feb-2015	\$7,831.66	\$450.00 DR, EXAM - 09ME988 03162015	\$800.00 DR. EXAM - 03112015	DR.	DR.		DR.	DR.	DR.	DR.	DR.	\$400.00 DR. EXAM - 15ME157 03132015 \$6.300.00	
Invoice Date	03/25/2015	03/25/2015 03/31/2015	03/28/2015	03/06/2015	04/14/2015	03/25/2015		03/25/2015	03/25/2015	04/03/2015	03/06/2015	03/19/2015	03/11/2015	03/26/2015		03/16/2015		03/30/2015	03/30/2015	03/30/2015	03/27/2015	03/30/2015	03/30/2015	03/27/2015	03/30/2015	03/30/2015	03/30/2015	03/30/2015	
Invoice Number	42716813400157.	138220731100000. 3821	9193298	100539-10 1ST Q	10033/-10 131 Q 2015 1STQ	42716813400156.		7455	7453	127274	3/13 SALES 1AA 126673	TG42668	TC25521	2015-00000532		41950215		09ME988 03162015	14GN160 03112015	15ME151 03152015	10ME372 03212015	10ME1044 0312201	14GN228	15ME181 03222015	14GN217 03202015	15ME196 03262015	15ME200 03262015	15ME157 03132015	
Vendor	WISCONSIN PUBLIC SERVICE	WISCONSIN PUBLIC SERVICE PRO-TEC FIRE SERVICES LTD	VIKING ELECTRIC SUPPLY INC	TREAS VILLAGE OF ASHWAODENON	TREAS VILLAGE OF ASHWAUDENON TREAS VILLAGE OF HOBART	WISCONSIN PUBLIC SERVICE		AGENT VIDEO INTELLIGENCE INC	AGENT VIDEO INTELLIGENCE INC	UNITED MAILING SERVICE INC	UNITED MAILING SERVICE INC	CDW	CDW	JP Morgan Chase Bank PCard Only		FORWARD SERVICE CORPORATION		KEYSTONE PSYCHOLOGY LLC	KEYSTONE PSYCHOLOGY LLC	KEYSTONE PSYCHOLOGY LLC	KEYSTONE PSYCHOLOGY LLC	KEYSTONE PSYCHOLOGY LLC	KEYSTONE PSYCHOLOGY LLC	KEYSTONE PSYCHOLOGY LLC	KEYSTONE PSYCHOLOGY LLC	KEYSTONE PSYCHOLOGY LLC	KEYSTONE PSYCHOLOGY LLC	KEYSTONE PSYCHOLOGY LLC	
Department	Airport	Airport Airport	Airport	Airpon	Airport	Airport	- Adding County	Brown County	Brown County	Brown County	Brown County	Brown County	Brown County	Brown County	TO THE TO	Child Support	Circuit Courts Probate	Circuit Courts. Probate	Circuit Courts. Probate	Circuit Courts.Probate	Circuit Courts.Probate	Circuit Courts. Probate	Circuit Courts. Probate	Circuit Courts. Probate	Circuit Courts.Probate	Circuit Courts. Probate	Circuit Courts. Probate	Circuit Courts. Probate	Clerk of Courts

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Department Clerk of Courts Clerk of Courts Clerk of Courts Clerk of Courts	Vendor GRACYALNY, SUE O'NEIL SC, JAMES P O'NEIL SC, JAMES P O'NEIL SC, JAMES P	Invoice Number med-03/15 14gn49 14gn183	Invoice Date 04/02/2015 02/10/2015 02/05/2015 02/20/2015	\$5,487.65 \$1,759.88 \$870.90 \$2,163.00	Description COC Mediation 03/15 Probate GAL 14gn49 Probate GAL 14gn183 Probate GAL 14gn231
Community Programs Community Programs	SEEK INC	56422	03/22/2015	\$11,226.43 \$3,197.73	HS - temp staffing - 2/23/15 -
Community Programs	SEEK INC	56425	03/22/2015	\$2,119.53	2/22/15 Nitorica E. HS - temp staffing - 2/23/15 - 3/15/15 Alexandres B
Community Pregrams	FAMILY SERVICES OF NE WISCONSIN IN	May 2015-CC1	04/22/2015	\$17,087.17	HS - May 2015 Crisis Ctr 1 - 1/12th
Community Programs	FAMILY SERVICES OF NE WISCONSIN IN	May 2015-CC2	04/22/2015	\$54,166.67	HS - May 2015 Crisis Ctr 2 - 1/12th
Community Programs	FAMILY SERVICES OF NE WISCONSIN IN	May 2015-HF levy	04/22/2015	\$22,083,67	contract HS - Healthy Families levy - 1/12th
Community Programs	FAMILY SERVICES OF NE WISCONSIN IN	May 2015-HFcm	04/22/2015	\$8,000.00	contract HS - May 2015 Healthy Families -
Community Programs	FAMILY SERVICES OF NE WISCONSIN IN	May 2015-S/SF1	04/22/2015	\$880.50	case mgmt - 1/12tn contract HS - May 2015 Safe/Stable Families
Community Programs	FAMILY SERVICES OF NE WISCONSIN IN	May 2015-S/SF2	04/22/2015	\$880.50	1 - 1/12th contract HS - May 2015 Safe/Stable Families 2 - 1/12th contract
Community Programs	MILLIKEN AND COMPANY	11104250	03/04/2015	\$11,214.75	2 - 1712in Comacu HS - carpet/traction back/freight 2/18/15
Community Programs	NETSMART TECHNOLOGIES INC	32832	02/28/2015	\$845.12	HS - Travel related expenses for Nicholas D.B. 2/15/15.2/17/15
Community Programs	NETSMART TECHNOLOGIES INC	32809	02/28/2015	\$13,087.50	HS - travel time for 6 consultants
Community Programs	NETSMART TECHNOLOGIES INC	32833	02/28/2015	\$1,009.85	ECTION 19-27 OF THE BOOK OF TRAVEL RELATED BY THE STAND THE PART OF THE PART O
Community Programs	SEEK INC	56421	03/22/2015	\$2,938,77	HS - temp staffing - 2/23/15-3/22/15 Emily R
Community Programs	FAMILY SERVICES OF NE WISCONSIN IN	May 2015-CAC	04/22/2015	\$8,333.33	HS - May 2015 Children's Advocacy Cfr - 1/12th contract
Community Programs	GOLDEN HOUSE INC	May 2015-CWS	04/22/2015	\$4,840.50	HS - Child Welfare Svs - 1/12th
Community Programs	FAMILY SERVICES OF NE WISCONSIN IN	May 2015 CNSL	04/22/2015	\$1,916.67	Contract HS - May 2015 Counseling - 1/12th
Community Programs	FAMILY SERVICES OF NE WISCONSIN IN	May 2015-FFgrant	04/22/2015	\$4,163.75	HS - May 2015 Families First - grant
Community Programs	INNOVATIVE SERVICES INC	43821- Edison	04/01/2015	\$891.40	- 17 rzin contacts HS - WPS / groceries & supplies - Edison

<u>Department</u> Community Programs	<u>Vendor</u> INNOVATIVE SERVICES INC	Invoice Number 43891 -Mennen Ct	Invoice Date 04/01/2015	Amount \$362.21	<u>Description</u> HS - WPS / Water bill for Mennen
Community Programs	NETSMART TECHNOLOGIES INC	33206	03/23/2015	\$609.56	HS - Travel related expenses for
Community Programs	SEEK INC	56423	03/22/2015	\$3,469.52	Morgan A.M. 2/15/15-2/1/115 HS - temp staffing - 2/23/15-3/22/15 Dan II
Community Programs	L.P. MOORADIAN COMPANY	101013	03/20/2015	\$10,490.00	Dail 5. HS - replaced flooring at OUr Place - Project #1951
Community Programs	SEEK INC	56424	03/22/2015	\$2,175.24	HS - temp staffing - 2/23/15 - 3/22/15 Latova D-M
Community Programs	GOLDEN HOUSE INC	May 2015-EAbuse	04/22/2015	\$416.67	HS - May 2015 Elder Abuse -
Community Programs	INNOVATIVE SERVICES INC	May 2015		\$66,600.00	HS - May 2015 1/12th contract
Community Programs Community Programs	DEBAERE ADULI FAMILY HOME INNOVATIVE SERVICES INC	March 2015 43820-rent-Edis	03/31/2015 04/01/2015	\$1,525.52	ns - March 2015 supend HS - April 2015 rent / property taxes
Community Programs	NETSMART TECHNOLOGIES INC	33167	03/23/2015	\$1,333,79	for Edison St HS - Travel related expenses for
Community Programs	INNOVATIVE SERVICES INC	43890-rent-Menn	04/01/2015	\$1,522.58	Dennis F.V. 2/16/15-2/20/15 HS - April 2015 rent / property taxes
Community Programs	NETSMART TECHNOLOGIES INC	33205	03/23/2015	\$1,102,32	for Mennen Ct HS - Travel related expenses for Boris I 2/18/15-2/20/15
Community Programs	NETSMART TECHNOLOGIES INC	33166	03/23/2015	\$684.08	HS - Travel related expenses for Bring T 2/18/15
Community Programs	FAMILY SERVICES OF NE WISCONSIN IN	May 2015-HFs/s	04/22/2015	\$1,387.92	HS - May 2015 Healthy Families
Community Programs	FAMILY SERVICES OF NE WISCONSIN IN	May 2015-FFIevy	04/22/2015	\$2,884.42	sale/stable grafit = 1712th Contra HS - May 2015 Families First - levy -1/12th contract
Community Programs	CATHOLIC CHARITIES OF THE	May 2015	04/22/2015	\$13,950.50 \$266,246.74	HS - May 2015 - 1/12th contract
Community Programs. Child Alternate Care Community	Child Alternate Care ST VINCENT HOSPITAL	March 2015 B-3	04/01/2015	\$2,004.30	HS - March 2015 - team member
Community	ASPIRO INC	62101	03/31/2015	\$1,694.50	HS - March 2015 - Birth-3 team meetings / mileage
Community	ALL ABOUT KIDS INC	108	02/28/2015	\$3,900.00	HS - February 2015 admin services for EVI Drogram
Community	ALL ABOUT KIDS INC	109	03/31/2015	\$3,900.00	HS - March 2015 admin services for EVI Program
Community	ANU FAMILY SERVICES, INC.	March 2015	04/27/2015	\$10,000.00	HS - March 2015 - Intensive Permanence Services
				\$21,498.80	æ

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<u>Department</u>	Vendor	Invoice Number	Invoice Date	Amount	<u>Description</u>
Community Programs. Clinical Services Community N.E.W CURATI	KOTI R MANNEM MD SC N.E.W CURATIVE REHABILITATION	March 2015-OP TE1125 3/15	04/01/2015 03/31/2015		HS - March 2015 outpatient services HS - March 2015 - Van driver
Community	SEEK INC	56420	03/22/2015		HS - temp staffing - 2/23/15 - 3/22/15 Betty R.
Community	N.E.W CURATIVE REHABILITATION	TE1053 - 3/15	03/31/2015	\$216.24	HS - March 2015 - Brown County Gathering Place
Community	N.E.W CURATIVE REHABILITATION	TE1032 3/15	03/31/2015	\$1,666.31	HS - March 2015 - CSP Mental Health TAech
Community Treatment Center	Center			\$22,415.38	
Community Treatment	REINHART INSTITUTIONAL FOODS	459483-CTC	03/19/2015	\$2,633.28	CTC - dietary 3/19/15
Community Treatment	REINHART INSTITUTIONAL FOODS	409802-C i Careait	04/03/2013		CTC - gletary - apply credit against inv # 461291
Community Treatment	REINHART INSTITUTIONAL FOODS	469803-CTCcredit	04/03/2015	(\$47.26)	CTC - dietary - apply credit against inv # 459483
Community Treatment	REINHART INSTITUTIONAL FOODS	457952-CTCcredit	03/18/2015	(\$18.86)	CTC - dietary - apply credit against inv # 456671
Community Treatment	HUBERT COMPANY	184772	02/06/2015	\$6,516.62	CTC - induction charger
Community Treatment	WI DEPT OF HEALTH & FAMILY SVS	lic2405171-4/15			CTC - April 2015 bed license
Community Treatment	REINHART INSTITUTIONAL FOODS	455101-CTC	03/13/2015		
Community Treatment	REINHART INSTITUTIONAL FOODS	466546-CTC	03/30/2015		CTC - dietary 3/30/15
Community Treatment	REINHART INSTITUTIONAL FOODS	464853-CTCcredit	03/27/2015	(\$24.44)	CTC - dietary - apply credit against inv # 459483
Community Treatment	BALES MD, MARSHALL	March 2015	04/01/2015		CTC - March 2015 services
Community Treatment	JOHN T WARREN MD LLC	March 2015	04/06/2015	\$16,756.93	CTC - March 2015 services
Community Treatment	REINHART INSTITUTIONAL FOODS	456671-CTC	03/16/2015		CTC - dietary 3/16/15
Community Treatment	REINHART INSTITUTIONAL FOODS	463647-CTC	03/26/2015		
Community நூள்ளா	REINHART INSTITUTIONAL FOODS	461291-CTC	03/23/2015		CTC - dietary 3/23/15
Community Treatment	REINHART INSTITUTIONAL FOODS	469801-CTCcredit	04/03/2015	(\$6.94)	CTC - dietary - apply credit against inv # 461291
Community Treatment	REINHART INSTITUTIONAL FOODS	460953-CTCcredit	03/21/2015	(\$5.68)	CTC - dietary - apply credit against inv # 448855
Community Treatment	APARA CARE INC	#1	03/14/2015	\$14,370.49	CTC - POC & Social Work
					Consulting services
Community Treatment	APARA CARE INC	#2	03/14/2015		CTC - Interim Administrator
Community Treatment	NUANCE COMMUNICATIONS	30123369	03/25/2015	\$436.00	CTC - maintenance agreement 2/18/15 - 2/17/16
Community Treatment	REINHART INSTITUTIONAL FOODS	460952-CTCcredit	03/21/2015	(\$24.44)	CTC - dietary - apply credit against inv # 444354
Community Treatment	REINHART INSTITUTIONAL FOODS	460954-CTCcredit	03/21/2015	(\$5.56)	CTC - dietary - apply credit against inv # 446465

Community Treatment REINH	REINHART INSTITUTIONAL FOODS	Invoice Number 469799-CTCcredit (Invoice Date 04/03/2015	<u>Amount</u> (\$3.07)	Description CTC - dietary - apply credit against
Community Treatment REINH	REINHART INSTITUTIONAL FOODS	460951-CTCcredit	03/21/2015	(\$6.53)	inv # 461291 CTC - dietary - apply credit against
Community Treatment GREEN	GREENFIELD REHABILITATION AGENCY	#1055 3/15 (03/31/2015	\$9,386.70	Inv # 451 <i>2</i> 82 CTC - March 2015 services
Conservation Conservation TURNII	TURNING POINT SYSTEMS GROUP	15044	03/20/2015	00'966'6\$	survey equip
District Attorney District Attorney	WI DEPT OF ADMINISTRATION	066788	04/13/2015	\$17,565.92	DA - Contract Attorney Grant
Facility:and Park Management.Facility Management JOHNSON CONTROLS INC		CE10022617	03/12/2015	\$55,945.00	NORTHERN BLDG - NEW
Facility and Park GREEN	GREEN BAY WATER UTILITY	00031749-02 315	03/31/2015	\$290.92	OFFICER 2890 ST ANTHONY DR 10F2 - LITH ITHES
Facility and Park WISCC	WISCONSIN PUBLIC SERVICE	1384343158-00000	03/25/2015	\$52,245.18 \$108,481.10	FACILITIES - UTILITIES
Facility and Park Management.Facility Management.Facility Facility and Park GREEN BAY WATER UTILITY	Management	00031893-01 315	03/31/2015	\$240.43	300 E WALNUT ST - UTILITIES
	GREEN BAY WATER UTILITY	00031896-01 315	03/31/2015	\$629.69	325 E WALNUT ST - UTILITIES
Facility and Park GREEN	GREEN BAY WATER UTILITY	00039261-00 315	03/31/2015	\$2.30	1150 BELLEVUE ST CWM -
Facility and Park GREEN	GREEN BAY WATER UTILITY	00039076-00 315	03/31/2015	\$87.00	3150 GERSHWIN DR 8 FLC - UTILITIES
Facility and Park OTIS E	OTIS ELEVATOR COMPANY	CV05022415	03/20/2015	\$9,177.00	LAW ENFORC - 4/1/15 - 6/3/15 CHARGES
Facility and Park SPECI/	SPECIAL FORCES BUILDING AND GROU	3698	03/05/2015	\$1,752.50	UW EXTENSION - FEB SNOW PEMOVAL
Facility and Park SPECI/	SPECIAL FORCES BUILDING AND GROU	3697	03/05/2015	\$3,473.47	NEMICYAL SHERIFFS - FEB SNOW REMOVAL
Facility and Park GREEN	GREEN BAY WATER UTILITY	00032017-01 315	03/31/2015	\$87.00	325 E WALNUT ST 8 FL -
Facility and Park GREEN	GREEN BAY WATER UTILITY	00032988-01 315	03/31/2015	\$396.77	UTILITIES 100 S JEFFERSON ST CTHS - LITILITIES
Facility and Park GREEN	GREEN BAY WATER UTILITY	00033006-01 315	03/31/2015	\$87.00	100 S JEFFERSON ST 8 FLC -
Facility and Park GREEN	GREEN BAY WATER UTILITY GREEN BAY WATER UTILITY	00034792-01 315 00034846-01 315	03/31/2015 03/31/2015	\$385.84 \$54.00	OTILITIES 305 E WALNUT ST - UTILITIES 305 E WALNUT ST 6 FLC - UTILITIES



Department	Vendor	Invoice Number	Invoice Date	Amount	Description
Facility and Park	GREEN BAY WATER UTILITY	00039296-00 315	03/31/2015	\$54.00	125 S ADAMS ST 6 FLC -
Facility and Park	GREEN BAY WATER UTILITY	00038954-00 315	03/31/2015	\$1,699.70	UTILITIES 3150 GERSHWIN DR - UTILITIES
Facility and Park	GREEN BAY WATER UTILITY	00039077-00 315	03/31/2015	\$87.00	3150 GERSHWIN DR FLC8 - UTII ITIES
Facility and Park	CC&N INC	163332	03/27/2015	\$822.75	CLERKS OFFICE - INSTALL CAMERAS
Facility and Park	GREEN BAY WATER UTILITY	00015443-01 315	03/31/2015	\$229.05	1150 BELLEVUE ST - UTILITIES
Facility and Park	GREEN BAY WATER UTILITY	00031892-02 315	03/31/2015	\$3,845,23 \$23,110.73	125 S ADAMS ST - UTILITIES
Facility and Park Management.Fairgrounds Facility and Park CITY OF DE PERE	gement.Fairgrounds CITY OF DE PERE	1671050300 3/15	03/30/2015	\$31.53	FAIRGROUNDS - WATER CHARGES 1500 FORT HOWARD, N/S METER
Facility and Park	CITY OF DE PERÈ	1999500000 3/15	03/30/2015	\$306.00	FAIRGROUNDS - WATER CHARGES 1500 FORT HOWARD, 3 HYDRANTS
Facility and Park	CITY OF DE PERE	1671050000 3/15	03/30/2015	\$1,197.29	FAIRGROUNDS - WATER CHARGES 1500 FORT HOWARD, HOUSE & FAIRGROUND
Facility and Park	CITY OF DE PERE	1671050400 3/15	03/30/2015	\$31.53	FAIRGROUNDS - WATER CHARGES 1500 FORT HOWARD, BARNS
				\$1,566.35	
Facility and Park Management.Pamperin Facility and Park CITY OF DE PE	gement.Pamperin CITY OF DE PERE	1100980800 3/15	03/30/2015	\$8.00	FRT - 680 HERITAGE RD - TRAIL FOUNTAIN 12.2.14-2.28.15
Facility and Park Management.Park	gement.Park CITY OF GREEN BAY	101346	03/09/2015	\$18.000.00	TRIANGLE SPORTS AREA
Facility and Park	WISCONSIN PUBLIC SERVICE	1383023181-00000	03/26/2015	\$5,962.55	CONTRIBUTION PARK DEPARTMENT UTILITIES
9				\$23,962.55	2.23.13-3.24.15
Golf Course Golf Course Golf Course	WISCONSIN PUBLIC SERVICE REINDERS INC	1382207245-00000 1564281-00 920R1004360415	03/25/2015 12/18/2014 04/01/2015	\$3,049.41 \$9,806.94 \$25.64	golf march invoices utilities golf invoices 4/20/15 fungicides golf invoices 4/20/15 phone service
49100 H				\$12,881.99	
Health Health	NORTHEAST WISCONSIN TRAMA EDUC, NORTHEAST WISCONSIN TRAMA EDUC,	201514-51 201514-10	04/01/2015 04/01/2015	\$330.00 \$3,410.00	HLTH - NEW-HERC 201504-05 HLTH - NEWHERC 201504-01

Description HLTH - WHEPP Seebart May Seebart - 04.2015 HLTH - NEW - HERC 201504-2 HLTH - NEW-HERC 201504-04 HLTH - Rent 04.2015 HLTH - NeW_HERC 201504-3 HLTH - April WPS	RIGHT OF WAY - EB34 FILTERS SIGNS FUEL SYSTEM REPAIRS WEIGHT LIMIT SIGNS TRANSMITTERS, FILTERS, VALVES, TUBE RADIATOR, TRANSMITTER FORD BOX ASSEMBLY APPRAISALS RIGHT POINTE RUBBER PROJECT COSTS - YY1 HOSE CONNECTOR TEES BRAKE CHAMBERS, DRUMS, SHOE KITS	SEBU7921 SLOPE METER RETD UTILITIES - ASPHALT PLANT MODULAR WORK STATIONS WINTER PATCH & 3/4 CRUSHED STONE SERVICES RENDERED - OFFICE MOUNT SWING GATE MOUNT SWING GATE FORK GP V RIBBED FAN BELTS STEERING GEAR ASSEMBLY MOUNT KITS FOR TIME CLOCK & GASBOY RIGHT POINTE RUBBER UTILITIES - DENMARK REM KITS
\$7,625.75 \$7,625.75 \$7,625.75 \$165.00 \$330.00 \$1,430.00 \$3,004.71 \$30,921.21	\$15,900,000 \$154.25 \$5,640.75 \$2,368.59 \$126.00 \$1,334.25 \$1,393.42 \$2,800.00 \$6,900.00 \$6,900.00 \$22,906.80 \$10,940.00 \$7.712.90	\$119.65 (\$166.32) \$1,683.20 \$18,836.33 \$5,073.58 \$1,526.50 \$628.56 \$576.84 \$788.24 \$87.58 \$2,322.54 \$11,000.05 \$26,208.00 \$13,508.67 \$596.76
Invoice Date 04/16/2015 03/16/2015 04/01/2015 03/16/2015 04/01/2015 03/25/2015	04/14/2015 04/03/2015 03/24/2015 02/26/2015 04/02/2015 04/06/2015 03/16/2015 03/13/2015 03/13/2015 03/13/2015	03/05/2015 03/16/2015 04/01/2015 03/31/2015 03/31/2015 03/27/2015 03/27/2015 04/02/2015 04/02/2015 03/16/2015 03/13/2015
Invoice Number 04,2015-Seebart Seebart-04,2015 201514-21 201514-41 Rent-04,2015 201514-31 1382207256-00000	PARCEL 5 C 115109 46831 W 23260 46620 X101018149:01 X101018149:03 1150244 32015 - APPRAISA 215114 L36056 X101016573:01 X101016761:01	C 233649 C 245149 427168134201 415 112018 11312MB 163291 163292 163293 C 218812 X 101017967:01 TF08935 215109 1383971314-00000
Vendor SEEBART, DAVID R SEEBART, DAVID R NORTHEAST WISCONSIN TRAMA EDUC, NORTHEAST WISCONSIN TRAMA EDUC, FIRST MERIT BANK NORTHEAST WISCONSIN TRAMA EDUC, WISCONSIN PUBLIC SERVICE	KIMPS, CRAIG B FABCO EQUIPMENT INC RENT-A-FLASH OF WISCONSIN INC FABCO EQUIPMENT INC RENT-A-FLASH OF WISCONSIN INC PACKER CITY INTERNATIONAL PACKER CITY INTERNATIONAL DK AUTO BODY LLC IMIG APPRAISAL COMPANY MIDSTATES EQUIPMENT & SUPPLY WI DEPT OF TRANSPORTATION PACKER CITY INTERNATIONAL PACKER CITY INTERNATIONAL	FABCO EQUIPMENT INC FABCO EQUIPMENT INC WISCONSIN PUBLIC SERVICE EMMONS BUSINESS INTERIORS SCOTT CONSTRUCTION INC CC&N INC CC&N INC CC&N INC CC&N INC FABCO EQUIPMENT INC PACKER CITY INTERNATIONAL PACKER CITY INTERNATIONAL CDW MIDSTATES EQUIPMENT & SUPPLY WISCONSIN PUBLIC SERVICE PACKER CITY INTERNATIONAL
Department Health Health Health Health Health Health Health	Highway	Highway Highway Highway Highway Highway Highway Highway Highway Highway Highway Highway



Department Highway	<u>Vendor</u> PACKER CITY INTERNATIONAL	Invoice Number X101016672:01	Invoice Date 03/12/2015	<u>Amount</u> \$325.98	Description SUN VISOR
Highway	PACKER CITY INTERNATIONAL	X101016674:01	03/12/2015	\$1,297.37	STEERING GEAR ASSM
Highway	WISCONSIN PUBLIC SERVICE	423089701-03 315	03/11/2015	\$360.31	UTILITIES - SPIRIT WAY
Highway	WISCONSIN PUBLIC SERVICE	427168134-90 315	03/27/2015	\$48.76	SIGNALS
Highway	PACKER CITY INTERNATIONAL	X101018149:04	04/07/2015	\$103.57	EXH OUTLET CONNECTORS
Highway	FABCO EQUIPMENT INC	265274	03/01/2015	\$95,000.00	NEW D4 DOZER
Highway	FABCO EQUIPMENT INC	266118	03/09/2015	\$50,000.00	CAT HYDRAULIC EXCAVATOR
Highway	FABCO EQUIPMENT INC	266133	03/11/2015	\$3,000.00	ARTICULATED TRUCK RENTAL
Highway	PACKER CITY INTERNATIONAL	X101016674:02	03/16/2015	\$1,005.41	STEERING GEAR ASSEMBLY
Highway	PACKER CITY INTERNATIONAL	X101016761:02	03/17/2015	\$2,336.62	BRAKE DRUM, BRAKE SHOE KIT
Highway	SERVCO FS COOPERATIVE 200	76865	03/18/2015	\$15,654,26	DIESEL FUEL
Highway	WI DEPT OF TRANSPORTATION	L36041	03/05/2015	\$39.06	PROJECT COSTS - KB6
Highway	BANC OF AMERICA PUBLIC CAPITAL	PAYMENT #2	04/20/2015	\$199,943.05	2ND PAYMENT FOR ASPHALT
					PLANT
Highway	PACKER CITY INTERNATIONAL	X101016719:01	03/13/2015	\$87.90	SEALS, GASKETS, ISOLATORS, CAPS
Highway	FABCO EQUIPMENT INC	C 230152	03/04/2015	\$111.62	SENSOR GP
Highway	CDW	TF99318	03/18/2015	\$206.50	RACK MOUNT KIT
Highway	DK AUTO BODY LLC	1150243	03/16/2015	\$2,800.00	FORD BOX ASSEMBLY
Highway	FAITH TECHNOLOGIES INC	581542	03/27/2015	\$25,657.55	DAMAGED LIGHT POLE REPAIRS
Highway	MIDSTATES EQUIPMENT & SUPPLY	215118	03/16/2015	\$29,218.89	MAXWELL GAP MOD 201
Highway	PACKER CITY INTERNATIONAL	X101018083:01	04/02/2015	\$593.37	RADIATOR HD
Highway	PACKER CITY INTERNATIONAL	X101018149:02	04/03/2015	\$14.20	FUEL PUMP GASKET
Highway	RC EXCAVATING	PAYMENT REQ #1	04/21/2015	\$220,586.73	PAYMENT REQ #1 - GV10
Highway	DECKER SUPPLY COMPANY INC	885986	03/24/2015	\$7,122.90	SIGNS
Highway	MCC INC	51552	03/28/2015	\$6,700.00	CONCRETE BLOCKS FOR PILES
Highway	FABCO EQUIPMENT INC	C 113705	04/03/2015	\$30.96	SPINNER
Highway	CC&N INC	163290	03/27/2015	\$552.83	INSTALL NEW DATA BOX
Highway	RENT-A-FLASH OF WISCONSIN INC	46619	02/26/2015	\$187.15	INFO SIGN FOR LANGES
				¢042 0£0 27	CORNERS
Human Resources				10.606.0100	
Human Resources	ST VINCENT HOSPITAL	94654	03/31/2015	\$405.65	HR - Vaccines / CPR Training
Human Resources	ST VINCENT HOSPITAL	94648	03/31/2015	\$6,609.25	HR - Pre-employment Physicals
Human Resources	ST VINCENT HOSPITAL	94614	03/31/2015	\$641.00	HR - Pre-employment Drug Tests
Human Resources.Benefits	enefits				
Human	UMR	76010143 04/15	04/01/2015	\$51,549.34	HR - Medical Admin Fees 04/2015
Human	BELLIN HEALTH HOSPITAL CENTER	800008274 2-4-15	02/04/2015	\$13,212.65	HR - PHA/Nursing Services/Vaccines

Description	HR - PHA/Nursing Services/Vaccines	HR - Dental Claims	HR - Dental Claims	HR - Dental Claims	HR - STD Admin Fees 04/2015	HR - Vision 04/2015	HR - Stop Loss 04/2015		Nurse	HR - LTD & FML Admin Fees	HR - EAP Services & Stress Mamt	Seminars	HR - Dental Premiums 05/2015	HR - HRA/FSA/Cobra Admin Fees 04/2015	HR - Critical Illness & Accident 04/2015	HR - Dental Claims & Admin Fees		book bill		book bill	book bill	book bill	_		book bill	book bill			book bill	book bill	book bill					
Amount	\$9,932.62	\$19,545.25	\$34,660.98	\$28,998.39	\$4,314.80	\$6,540.48	\$36,138.18	(\$238.12)		\$18,452.14	\$5,479.55		\$14,050.56	\$5,816.00	\$5,598.72	\$21,727,35	\$275,778.89	\$104.66	\$1,350.10	\$33.89	\$148.10	(\$32.59)	\$1,793.22	(\$14.29)	\$2,296.51	\$139.66	\$1,168.06	\$610.07	\$237,95	\$356.66	\$516.20	\$202.08	\$10.08	\$1,074.37	\$122.26	\$1,084.57
Invoice Date	03/04/2015	04/13/2015	04/20/2015	04/06/2015	04/01/2015	04/01/2015	04/01/2015	03/08/2015		04/01/2015	03/31/2015		03/31/2015	04/15/2015	04/01/2015	04/27/2015		03/06/2015	03/06/2015	03/09/2015	03/12/2015	03/25/2015	03/25/2015	04/03/2015	04/03/2015	04/03/2015	04/03/2015	03/04/2015	03/04/2015	03/04/2015	03/05/2015	03/04/2015	03/16/2015	03/16/2015	03/16/2015	03/20/2015
Invoice Number	800008274 3-4-15	04/09 - 04/15/15	04/16 - 04/22/15	4/2 - 4/8/15	751236 04/2015	2746515	76010143SL 04/15	800008274 3-8-15		751235 04/2015	ERC-0315-1339		21815	1215383	303744 04/2015	04/23 - 04/29/15		M67623670	M67691760	2030407499	M68054420	0002670314	2030427613	0002673875	2030463901	m69606510	M69676440	2030392458	2030390714	2030390713	2030367761	5013523733	2030430785	2030400410	M68358440	2030404340
Vendor	BELLIN HEALTH HOSPITAL CENTER	DELTA DENTAL OF WISCONSIN	DELTA DENTAL OF WISCONSIN	DELTA DENTAL OF WISCONSIN	STANDARD INSURANCE CO	EYE MED VISION CARE	UMR	BELLIN HEALTH HOSPITAL CENTER		STANDARD INSURANCE CO	EMPLOYEE RESOURCE CENTER INC		CARE PLUS DENTAL PLANS INC	EMPLOYEE BENEFITS CORPORATION	UNITEDHEALTHCARE SPECIALTY BENEI	DELTA DENTAL OF WISCONSIN		BAKER & TAYLOR INC																		
Department	Human	Human	Human	Human	Human	Human	Human	Human		Human	Human		Human	Human	Human	H		Library Library		Library	tu i	Library														

Department	Vendor	Invoice Number	Invoice Date	Amount	Description
Library	BAKER & TAYLOR INC	2030462896	03/24/2015	\$128.70	book bill
Library	BAKER & TAYLOR INC	2030462897	03/24/2015	\$85.80	book bill
Library	BAKER & TAYLOR INC	M68921790	03/24/2015	\$173.91	book bill
Library	DLM PARTNERSHIP LLP	050115	04/21/2015	\$6,082.15	Rent - May 2015
Library	GREEN BAY WATER UTILITY	0002271601 0315	03/31/2015	\$65.27	SW - water
Library	BAKER & TAYLOR INC	M68450120	03/18/2015	\$61.93	book bill
Library	BAKER & TAYLOR INC	M67510330	03/05/2015	\$13.74	book bill
Library	BAKER & TAYLOR INC	2030473253	04/06/2015	\$1,493.03	book bill
Library	TREAS VILLAGE OF ASHWAUBENON	00100263-10 0315	03/06/2015	\$324.55	Ash - water
	BAKER & TAYLOR INC	2030422623	03/13/2015	\$689.46	book bill
Library	BAKER & TAYLOR INC	M67695270	03/09/2015	\$37.88	book bill
Library	BAKER & TAYLOR INC	2030377602	03/10/2015	\$905.46	book bill
Library	BAKER & TAYLOR INC	M67978640	03/11/2015	\$199.40	book bill
Library	BAKER & TAYLOR INC	2030417836	03/12/2015	\$464.17	book bill
Library	BAKER & TAYLOR INC	2030421719	03/13/2015	\$123.86	book bill
Library	BAKER & TAYLOR INC	2030494003	04/02/2015	\$415.92	book bill
Library	BAKER & TAYLOR INC	M69025590	03/26/2015	\$37.86	book bill
Library	BAKER & TAYLOR INC	M69094140	03/27/2015	\$125.44	book bill
Library	BAKER & TAYLOR INC	M69365580	03/31/2015	\$180.67	book bill
Library	BAKER & TAYLOR INC	2030478691	03/31/2015	\$688.09	book bill
Library	BAKER & TAYLOR INC	M68502570	03/19/2015	\$48.27	book bill
Library	BAKER & TAYLOR INC	2030447894	03/20/2015	\$815.64	book bill
Library	BAKER & TAYLOR INC	M68621960	03/20/2015	\$6.89	book bill
Library	BAKER & TAYLOR INC	M68664010	03/20/2015	\$1,184.49	book bill
Library	BAKER & TAYLOR INC	2030428202	03/24/2015	\$1,174.92	book bill
Library	BAKER & TAYLOR INC	2030463695	03/24/2015	\$396.60	book bill
Library	BAKER & TAYLOR INC	0002674907	04/08/2015	(\$10.07)	book bill
Library	BAKER & TAYLOR INC	0002674906	04/08/2015	(\$2.66)	book bill
Library	BAKER & TAYLOR INC	0002674904	04/08/2015	(\$8.18)	book bill
Library	CITY OF DE PERE	1050960001 0315	03/30/2015	\$761.72	Kress - water
Library	CITY OF DE PERE	1050961000 0315	03/30/2015	\$102.00	Kress - water
	BAKER & TAYLOR INC	2030377599	03/10/2015	\$1,958.41	book bill
Library	BAKER & TAYLOR INC	M67901050	03/10/2015	\$210.60	book bill
ity.	BAKER & TAYLOR INC	2030377601	03/11/2015	\$1,608.88	book bill
Library	BAKER & TAYLOR INC	2030414186	03/11/2015	\$385,15	book bill
Library	BAKER & TAYLOR INC	5013565962	04/01/2015	\$133.38	book bill
Library	BAKER & TAYLOR INC	2030487654	04/01/2015	\$322.09	book bill
Library	BAKER & TAYLOR INC	2030487653	04/01/2015	\$739.92	book bill
Library	BAKER & TAYLOR INC	2030479960	04/02/2015	\$221.75	book bill
Library	BAKER & TAYLOR INC	2030494748	04/02/2015	\$239.03	book bill

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<u>Department</u>	Vendor	Invoice Number	Invoice Date	<u>Amount</u>	<u>Description</u>
Library	BAKER & TAYLOR INC	M69166280	03/27/2015	\$496.50	book bill
Library	BAKER & TAYLOR INC	2030439693	03/30/2015	\$1,500.48	book bill
Library	BAKER & TAYLOR INC	M69196620	03/30/2015	\$24.10	book bill
Library	WISCONSIN PUBLIC SERVICE	1382207267-00000	03/25/2015	\$13,206.50	Electric & Gas - 03/15
Library	BAKER & TAYLOR INC	2030434374	03/17/2015	\$1,029.41	book bill
Library	BAKER & TAYLOR INC	M68427220	03/17/2015	\$362.25	book bill
Library	BAKER & TAYLOR INC	2030439294	03/18/2015	\$510.02	book bill
Library	BAKER & TAYLOR INC	2030426341	03/18/2015	\$35.50	book bill
Library	BAKER & TAYLOR INC	2030401762	03/18/2015	\$1,863.45	book bill
Library	BAKER & TAYLOR INC	2030467668	04/07/2015	\$399.53	book bill
Library	BAKER & TAYLOR INC	M69866420	04/07/2015	\$326,94	book bill
Library	CITY OF DE PERE	1499670000 0315	03/30/2015	\$102.00	Kress - water
Library	BAKER & TAYLOR INC	2030443141	03/19/2015	\$844.94	book bill
Library	BAKER & TAYLOR INC	2030364121	03/05/2015	\$1,720.16	book bill
Library	BAKER & TAYLOR INC	2030397345	03/05/2015	\$395.69	book bill
Library	BAKER & TAYLOR INC	M68193270	03/13/2015	\$436.36	book bill
	BAKER & TAYLOR INC	M68120760	03/16/2015	\$24.57	book bill
Library	BAKER & TAYLOR INC	2030401760	03/17/2015	\$2,337.49	book bill
Library	BAKER & TAYLOR INC	0002673876	04/03/2015	(\$14.30)	book bill
Library	BAKER & TAYLOR INC	M69557700	04/03/2015	\$170.96	book bill
Library	BAKER & TAYLOR INC	2030510992	04/07/2015	\$1,337.67	book bill
Library	BAKER & TAYLOR INC	M67891360	03/09/2015	\$29.65	book bill
Library	BAKER & TAYLOR INC	2030402820	03/10/2015	\$481.54	book bill
Library	BAKER & TAYLOR INC	2030387519	03/12/2015	\$833.86	book bill
Library	BAKER & TAYLOR INC	2030421718	03/13/2015	\$230.69	book bill
Library	BAKER & TAYLOR INC	M69517350	04/01/2015	\$10.34	book bill
Library	BAKER & TAYLOR INC	M68939500	03/25/2015	\$118.45	book bill
Library	BAKER & TAYLOR INC	2030474197	03/27/2015	\$1,158.96	book bill
Library	BAKER & TAYLOR INC	2030485349	03/31/2015	\$633.17	book bill
Library	BAKER & TAYLOR INC	2030441405	03/31/2015	\$189.13	book bill
Library	BAKER & TAYLOR INC	5013543846	03/18/2015	\$43.81	book bill
Library	BAKER & TAYLOR INC	2030452841	03/23/2015	\$348.85	book bill
Library	BAKER & TAYLOR INC	2030457652	03/24/2015	\$102.96	book bill
				\$65,074.31	
Medical Examiner Medical Examiner	WITECK MD MARK J	March 2015	04/01/2015	\$6.600.00	Dr. Witeck Autopsy Bill for March
				0	2015
				\$6,600.00	
Museum		1383307300 00000	03/30/2016	298 66	المملين عمم معه
Museum	WISCONSIN POBLIC SERVICE GREEN BAY WATER UTILITY	32047-01 4/8	03/31/2015	\$54.00	Electric and gas Private fireline

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Description Water and sewer	#138 #2 #169 Payment 1 Proj#147 Interim Payment #152 Final Payment 1 #173 payment #1 #102 Final Payment #128 Payment #1 Home work Egg Harbor	Port -Letter of Credit -DC110856 Port -Letter of Credit No. DC110855 Port -Public Relations thru 3/3/15 Port -1400 N. Military Ave 2/24-3/25/15 PSC WPS 8 Towers (02/24/15 -	03/25/15) EM SJA Planning - Off Site Emerg Response Plan Update EM AT&T PSC AT&T Phone Service	EM WPS- Bellevue Siren (02/24/15 - 03/25/15) EM WPS - Broadview Siren only (02/17/2015-03/10/2015) EM WPS- 8 Sirens (approx 12/26/15 to 3/25/15)	P&RR -MRF to Outagamie 3/16-3/31/15 P&RR -Municipal Solid Waste //March P&RR -Proctor & Gamble /March
Amount \$296.38 \$4,737.04	\$7,200.00 \$6,024.40 \$8,682.80 \$12,289.40 \$15,808.00 \$20,582.58 \$9,892.00 \$14,650.55 \$7,000.00	\$1,166.37 \$4,715.60 \$1,844.37 \$37.69 \$7,764.03	\$8,370.00 \$14,02 \$1,290.49 \$12,416.31	\$24.56 \$16.44 \$306.81	\$13,036.92 \$296,843.99 \$12,040.60
Invoice Date 03/31/2015	04/24/2015 03/18/2015 03/19/2015 03/17/2015 04/20/2015 03/10/2015 03/18/2015	03/23/2015 03/23/2015 03/26/2015 03/25/2015	04/01/2015 03/28/2015 04/01/2015	03/25/2015 03/25/2015 03/25/2015	03/31/2015 04/01/2015 04/01/2015
Invoice Number 2304-01 4/8	#138 #2 4152 Proj 147 4257 0000827 14-573-D1 111 4137	DC110856 15c DC110855 15c 17024 427168134-127 5c 1382207278-00000	BN2015-1 920Z4120460315 920R7106800415	0427168134-83315 0427168134-81315 1382208114-00000	0331REC 703451 15c 707102 15c
<u>Vendor</u> GREEN BAY WATER UTILITY	HOLMES RENOVATIONS SHEFCHIKS ENERGY SERVICES K BEE WINDOW & SIDING INC BUTZEN CONTRACTING INC M LAPLANT CONTRACTORS SULLIVAN'S CLEANING & RESTORATION BARBERS BUILDING & REMODELING NEW COVENANT CONTRACTING LLC TITLE SERVICES OF DOOR COUNTY INC	ASSOCIATED BANK NA ASSOCIATED BANK NA LEONARD & FINCO WISCONSIN PUBLIC SERVICE	SJA PLANNING LLC AT&T AT&T	cy Management VISCONSIN PUBLIC SERVICE WISCONSIN PUBLIC SERVICE WISCONSIN PUBLIC SERVICE	GREAT AMERICAN DISPOSAL CO OUTAGAMIE COUNTY TREASURER OUTAGAMIE COUNTY TREASURER
<u>Department</u> Museum	Planning and Land	Port Port Port Port Port Port Public Safety	Public Safety Public Safety Public Safety	Public Safety.Emergency Management Public Safety.Emergency WISCONSIN F Public Safety.Emergency WISCONSIN F Public Safety.Emergency WISCONSIN F	Resource Recovery Resource Recovery Resource Recovery

Department	Vendor	Invoice Number	Invoice Date	Amount	Description
Resource Recovery	OUTAGAMIE COUNTY TREASURER	706089 15c	04/01/2015	\$1,172.38	P&RR -Deyo Disposal /March
Resource Recovery	WISCONSIN PUBLIC SERVICE	1382207290-0	03/25/2015	\$3,746.04	P&RR -All RR Depts 2/24-3/25/15
Resource Recovery	LANDFILL REDUCTION & RECYLING INC	T4537	03/22/2015	\$9,489.48	P&RR -Mixed C&D 3/16-3/21/15
Resource Recovery	WAUPACA COUNTY	2014 DATCP CSwee	04/16/2015	\$10,000.00	P&RR -2014 DATCP Clean Sweep
!					Grant Award
Resource Recovery	SPECIAL FORCES BUILDING AND GROU	3695	03/05/2015	\$656,55	P&RR -Snow plowing /February
Resource Recovery	GREAT AMERICAN DISPOSAL CO	031415	03/14/2015	\$63,105.32	P&RR -Waste hauling 3/1-3/14/15
Resource Recovery	FOTH INFRASTRUCTURE & ENVIRONME	43226	03/23/2015	\$4,326,40	P&RR -ELF thru 2/28/15
Resource Recovery	TREAS VILLAGE OF ASHWAUBENON	100037-10 15b	03/06/2015	\$154.16	P&RR -HHW 11/24/14 thru 2/24/15
Resource Recovery	FOTH INFRASTRUCTURE & ENVIRONME	43323	04/06/2015	\$15,393.10	P&RR -SLF /Resource Recovery
					Park thru 2/28/15
Resource Recovery	GREAT AMERICAN DISPOSAL CO	033115	03/31/2015	\$114,578.70	P&RR -Waste Hauling 3/16-3/3/15
Resource Recovery	OUTAGAMIE COUNTY TREASURER	1105103 15c	04/01/2015	\$7,322.40	P&RR -Blue Water Services /March
Resource Recovery	OUTAGAMIE COUNTY TREASURER	756713 15c	04/01/2015	\$248.94	P&RR -Village of Allouez /March
Resource Recovery	OUTAGAMIE COUNTY TREASURER	713457 15c	04/01/2015	\$6,323.13	P&RR -Going Garbage /March
Resource Recovery	OUTAGAMIE COUNTY TREASURER	706071 15c	04/01/2015	\$75.33	P&RR -Fox Shore Disposal /March
Resource Recovery	WISCONSIN PUBLIC SERVICE	1914977	04/15/2015	\$7,479.40	P&RR -relocation of Telephone pole
					for Shingles pad
Resource Recovery	FABCO EQUIPMENT INC	C112523	04/03/2015	\$8,335.17	P&RR -CSA /March
Resource Recovery	OUTAGAMIE COUNTY TREASURER	715170 15c	04/01/2015	\$23,878.80	P&RR -Fox River Fiber /March
Resource Recovery	OUTAGAMIE COUNTY TREASURER	1041082 15c	04/01/2015	\$1,308.69	P&RR -Village of Wrightstown
					/March
Resource Recovery	OUTAGAMIE COUNTY TREASURER	1041066 15c	04/01/2015	\$923.67	P&RR -Town of Holland /March
Resource Recovery	LEONARD & FINCO	17025	03/31/2015	\$2,250.00	P&RR -Advertising thru 3/31/15
					(The Business News)
Resource Recovery	WOLDT FARMS LLC	386800	03/31/2015	\$21,226.49	P&RR -Fox River Fiber hauling
					/March
Resource Recovery	TRADEBE TREATMENT AND RECYCLING	4411026658	03/30/2015	\$14,337.59	P&RR -Hazardous waste disposal
Resource Recovery	JWR SOLUTIONS	6594	04/13/2015	\$29,080,00	P&RR -20% deposit on Compactor
Resource Recovery	EWALD AUTO GROUP CORPORATE	16301	04/15/2015	\$20,202.50	P&RR -2015 Chevrolet Equinox
					2GNFLEEK8F6330985
Resource Recovery	GREAT AMERICAN DISPOSAL CO	0314REC	03/14/2015	\$10,864.10	P&RR -MRF to Outagamie
					3/1-3/14/15
Resource Recovery	FOTH INFRASTRUCTURE & ENVIRONME	43227	03/23/2015	\$3,583.80	P&RR -WLF thru 2/28/15
Resource Recovery	FOTH INFRASTRUCTURE & ENVIRONME	43225	03/23/2015	\$170.80	P&RR -General Assistance thru
10.					2/28/15
Resource Récovery	TREAS VILLAGE OF ASHWAUBENON	100036-10 15b	03/06/2015	\$496.35	P&RR -MRF 11/24/14 thru 2/24/15
Resource Recovery	LEONARD & FINCO	17037	03/31/2015	\$1,749.31	P&RR -Public Relations thru 3/31/15
Resource Recovery	FOTH INFRASTRUCTURE & ENVIRONME	43322	04/02/2015	\$2,808.50	P&RR -MRF/Compactor design thru 2/28/15
Resource Recovery	OUTAGAMIE COUNTY TREASURER	706978 15c	04/01/2015	\$1,059.10	P&RR -DePere Foundry /March

BROWN COUNTY PAYMENTS OVER \$5,000	
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<u>Department</u>	Vendor	Invoice Number	Invoice Date	Amount	Description
Sheriff	AT&T	920403178804 A15	04/01/2015	\$44.48	SHF-920 403 1788 4/1/15
Sheriff	CHRYSLER WORLD	215365	04/29/2015	\$25,890.00	SHF/PATROL-2015 SQUAD CARS
Sheriff	ALCOHOL MONITORING SYSTEMS INC	98644	03/31/2015	\$9,615.21	SHF/JAIL-EMP MONITORING
31: - 10 31: - 10					3/2015
Sheriii	SHELL OIL COMPANY	1404504 3/2015	04/05/2015	\$5,077.93	SHF-FUEL SERVICES 3/2015
Sheriff	ARAMARK SERVICES LLC	5582000786	04/03/2015	\$70,363.37	SHF/JAIL-MEAL SERVICES 3/2015
Sheriff	CHRYSLER WORLD	215356	04/29/2015	\$25,890.00	SHF/PATROL-2015 SQUAD CARS
Sheriff	CHRYSLER WORLD	215360	04/29/2015	\$25,890.00	SHF/PATROL-2015 SQUAD CARS
Sheriff	CHRYSLER WORLD	215368	04/29/2015	\$25,890,00	SHF/PATROL-2015 SQUAD CARS
Sheriff	CORRECTIONAL HEALTHCARE COMPAN	WI-0002MC0515	03/15/2015	\$88,116.71	SHF/JAIL-MEDICAL SERVICES
<u>;</u>					5/2015
Sheriff	CORONA SOLUTIONS	99002019	04/01/2015	\$9,783.20	SHF-CRIME MAPPING 5/1-4/30/16
				\$493,858.86	
Syble Hopp		40000400000	1.000	11111111111	
System Topp	WISCOIVEIN FUBLIC SERVICE	13828 120 12-00000	03/26/2013	11.100,14	Galage (Mal)
Syble Hopp	CITY OF DE PERE	1550839900 03/15	03/30/2015	\$2,793.35	Water (Dec - Feb)
Syble Hopp	LUXEMBURG CASCO SCHOOL DIST	LC 11-14 TRANSIT	11/18/2014	\$1,265.00	1st Transit/IE Tuition
Syble Hopp	CESA #7	54593 03/15	10/17/2014	\$200,381,00	Intg Tchrs/Therapists/Aide
Syble Hopp	LAMERS BUS LINES INC	466041	03/18/2015	\$41.31	3/11 Hopp to Ashwaubenon Lanes
Syble Hopp	LAMERS BUS LINES INC	466115	03/19/2015	\$56.61	3/12 W DePere to Hopp
Syble Hopp	LAMERS BUS LINES INC	466189	03/19/2015	\$20.00	Bus Wash
Syble Hopp	LUXEMBURG CASCO SCHOOL DIST	LC 12-14 TRANSIT	12/16/2014	\$1,265.00	2nd Transit/IE Tuition
Syble Hopp	LUXEMBURG CASCO SCHOOL DIST	LC 2-15 TRANSIT	02/18/2015	\$1,265.00	4th Transit/IE Tuition
Syble Hopp	LUXEMBURG CASCO SCHOOL DIST	LC 3-15 TRANSIT	03/17/2015	\$1,265.00	5th Transit/IE Tuition
Syble Hopp	LAMERS BUS LINES INC	465077	04/01/2015	\$32,485.16	Hopp April Transportation
Syble Hopp	CITY OF DE PERE	1544120000 03/15	03/30/2015	\$99.59	Water - Duplex (Dec - Feb)
Syble Hopp	CITY OF DE PERE	1550840000 03/15	03/30/2015	\$102.00	Water - Fire Line (Dec - Feb)
Syble Hopp	LUXEMBURG CASCO SCHOOL DIST	LC 1-15 TRANSIT	01/20/2015	\$1,265.00	3rd Transit/IE Tuition
Ti xi				\$249,391.79	
Treasturer					
Treasurer	HOWARD-SUAMICO SCHOOL DISTRICT	LC2015	04/15/2015	\$365,046,41	Treas- Lottery Credit Distribution
Treasurer	LUXEMBURG CASCO SCHOOL DIST	LC2015	04/15/2015	\$48,609.25	Treas- Lottery Credit Distribution
Treasurer	TREAS TOWN OF GLENMORE	LC2015	04/15/2015	\$8,241.66	Treas- Lottery Credit Distribution
Treasurer	TREAS TOWN OF SCOTT	LC2015	04/15/2015	\$16,476.11	Treas- Lottery Credit Distribution
Treasurer	TREAS VILLAGE OF ASHWAUBENON	LC2015	04/15/2015	\$133,127.62	Treas- Lottery Credit Distribution
Treasurer	TREAS VILLAGE OF WRIGHTSTOWN	LC2015	04/15/2015	\$22,762.94	Treas- Lottery Credit Distribution
Treasurer	WI DEPT OF ADMINISTRATION	1Q2015	04/15/2015	\$78,470.30	Treas- 1st Quarter 2015 Probate &
					Vital Records
Treasurer	TREAS VILLAGE OF HOWARD	LC2015	04/15/2015	\$113,525.51	Treas- Lottery Credit Distribution
Treasurer	TREAS VILLAGE OF PULASKI	LC2015	04/15/2015	\$27,707.43	Treas- Lottery Credit Distribution



Treasurer	WI DEPT OF ADMINISTRATION TREAS VILLAGE OF HOBART ASHWAUBENON SCHOOL DISTRICT DUNIFIED SCHOOL DISTRICT UNIFIED SCHOOL DISTRICT UNIFIED SCHOOL DISTRICT UNIFIED SCHOOL DISTRICT TREAS TOWN OF LAWRENCE TREAS TOWN OF LAWRENCE TREAS TOWN OF LEDGEVIEW TREAS TOWN OF LEDGEVIEW TREAS TOWN OF NEW DENMARK TREAS TOWN OF NEW DENMARK PULASKI SCHOOL DISTRICT WEST DE PERE SCHOOL DISTRICT WRIGHTSTOWN SCHOOL DISTRICT WRIGHTSTOWN SCHOOL DISTRICT WRIGHTSTOWN SCHOOL DISTRICT WAS TOWN OF WRIGHTSTOWN TREAS YOULAGE OF ALLOUEZ WI DEPT OF REVENUE HAROLD TAUSCHEK & SONS WISCONSIN STATE COURT FINES GREEN BAY AREA PUBLIC SCHOOLS	Invoice Number WILandInfo3/15 LC2015	Invoice Date 04/15/2015	\$23,240.00 \$61,363.09 \$194,990.49 \$92,619.60 \$154,100.94 \$8,141.44 \$18,241.83 \$22,970.81 \$11,712.54 \$8,788.61 \$17,712.54 \$8,788.61 \$17,712.54 \$8,788.61 \$17,712.54 \$8,788.61 \$17,712.54 \$10,879.15 \$13,839.30 \$12,286.25 \$94,679.32 \$13,839.15 \$13	Description Treas- WI Land Information Program 3/15 Treas- Lottery Credit Distribution Treas- Mastate Court Fees for 3/15 Treas- Wil State Court Fees for 3/15 Treas- Lottery Credit Distribution
Treasurer Treasu	CAUKAUNA SCHOOL DISTRICT TREAS TOWN OF GREEN BAY TREAS TOWN OF PITTSFIELD TREAS TOWN OF PITTSFIELD TREAS TOWN OF POLLAND TREAS TOWN OF ROCKLAND TREAS VILLAGE OF BELLEVUE TREAS VILLAGE OF SUAMICO UNIVERSITY OF WISCONSIN SYSTEM BROTOLOC CORPORATION BUSSE ADULT FAMILY HOME CLARITY CARE INC	LC2015 LC2015 LC2015 LC2015 LC2015 LC2015 LC2015 LC2015 LC2016 VPS-15-001408 VPS-15-001409 VPS-15-001426	04/15/2015 04/15/2015 04/15/2015 04/15/2015 04/15/2015 04/15/2015 04/15/2015 03/31/2015 03/31/2015 03/31/2015	\$7,704.22 \$7,704.22 \$7,812.40 \$15,914.37 \$8,044.38 \$60,401.57 \$95,293.83 \$3,367,501.75 \$82,635.00 \$82,635.00 \$22,388.12 \$5,279.12	Treas- Lottery Credit Distribution Bupport of Educators Jan - June 2015 BUSSE.C 04/16/2015 CLARITYCARE 04/16/2015



<u>Department</u>	Vendor	Invoice Number	Invoice Date	Amount	Description
Vendor Payment Services	J & DEE INC	VPS-15-001428	03/31/2015	\$39,232.29	J&DEEINC 04/16/2015
Vendor Payment Services	ARTISAN ASSISTED LIVING	VPS-15-001459	03/31/2015	\$8,605.80	ARTISAN.LLC 04/16/2015
Vendor Payment Services	MORAINE RIDGE LLC	VPS-15-001461	03/31/2015	\$5,239.88	MORAINELLC 04/16/2015
Vendor Payment Services	FENLON ADULT FAMILY HOME	VPS-15-001507	03/31/2015	\$5,473.44	FENLON.D 04/16/2015
Vendor Payment Services	J & DEE INC	VPS-15-001524	03/31/2015	\$134,735.46	J&DEEINC 04/16/2015
Vendor Payment Services	KLECZKA-VOGEL ADULT FAMILY HOME	VPS-15-001527	03/31/2015	\$6,448.00	KLECZKA.L 04/16/2015
Vendor Payment Services	NEMETZ ADULT FAMILY HOME	VPS-15-001540	03/31/2015	\$5,978.60	NEMETZ.C 04/16/2015
Vendor Payment Services	G&I OAKS INC	VPS-15-001541	03/31/2015	\$175,613.61	OAKSGRHOM 04/16/2015
Vendor Payment Services	ORLICH ADULT FAMILY HOME	VPS-15-001542	03/31/2015	\$7,987,80	ORLICH AFH 04/16/2015
Vendor Payment Services	PARENT TEAM LLC	VPS-15-001544	01/31/2015	\$868.01	PARENTTEAM 04/16/2015
Vendor Payment Services	ZIESMER ADULT FAMILY HOME	VPS-15-001575	03/31/2015	\$6,643.00	ZEISMERAFH 04/16/2015
Vendor Payment Services	SCHULTZ ADULT FAMILY HOME	VPS-15-001577	03/31/2015	\$6,480.00	SCHULTZAFH 04/16/2015
Vendor Payment Services	PARMENTIER ADULT FAMILY HOME	VPS-15-001591	03/31/2015	\$6,032.80	PARMENTIERAF 04/16/2015
Vendor Payment Services	CURO CARE LLC	VPS-15-001594	03/31/2015	\$53,812.87	CUROCARELLC 04/16/2015
Vendor Payment Services	DEER PATH ASSISTED LIVING INC	VPS-15-001607	03/31/2015	\$12,776.08	DEERPATHASST 04/16/2015
Vendor Payment Services	COMPASS DEVELOPMENT SHC INC	VPS-15-001609	03/31/2015	\$45,451.25	COMPASSSHC 04/16/2015
Vendor Payment Services	MORAINE RIDGE LLC	VPS-15-001610	03/31/2015	\$23,072.67	MORAINELLC 04/16/2015
Vendor Payment Services	ASPIRO INC	VPS-15-001630	03/31/2015	\$19,706.22	ASPIRO 04/23/2015
Vendor Payment Services	SOUTHERN HOME CARE SERVICES	VPS-15-001778	01/31/2015	\$183.23	SOUTHERNHOME 04/30/2015
Vendor Payment Services	SOUTHERN HOME CARE SERVICES	VPS-15-001779	02/28/2015	\$729.60	SOUTHERNHOME 04/30/2015
Vendor Payment Services	SOUTHERN HOME CARE SERVICES	VPS-15-001780	03/31/2015	\$4,249.47	SOUTHERNHOME 04/30/2015
Vendor Payment Services	AGING & DISABILITY RESOURCE CENTE	VPS-15-001694	03/31/2015	\$4,762.95	AGERES 04/30/2015
Vendor Payment Services	ASPIRO INC	VPS-15-001697	01/31/2015	\$136.58	ASPIRO 04/30/2015
Vendor Payment Services	CEREBRAL PALSY INC	VPS-15-001711	04/30/2015	\$50,00	CEREBRAL 04/30/2015
Vendor Payment Services	FAMILY TRAINING PROGRAM INC	VPS-15-001647	03/31/2015	\$11,700.00	FAMILYTRNG 04/23/2015
Vendor Payment Services	INNOVATIVE SERVICES INC	VPS-15-001649	03/31/2015	\$124,665.28	INNOVSERVICE 04/23/2015
Vendor Payment Services	COMFORT KEEPERS	VPS-15-001379	02/28/2015	\$18,655.54	COMFORTKEEP 04/02/2015
Vendor Payment Services	LUTHERAN SOCIAL SERVICES	VPS-15-001386	01/31/2015	\$1,058.00	LUTHERANSS 04/02/2015
Vendor Payment Services	BISHOP'S COURT	VPS-15-001405	01/31/2015	(\$621.72)	BISHOPSCRT 04/16/2015
Vendor Payment Services	BISHOP'S COURT	VPS-15-001407	03/31/2015	\$9,675.54	BISHOPSCRT 04/16/2015
Vendor Payment Services	COMPASS DEVELOPMENT LLC	VPS-15-001412	03/31/2015	\$11,637.76	COMPASSDEV 04/16/2015
Vendor Payment Services	ADULT CARE LIVING	VPS-15-001469	03/31/2015	\$14,744.42	ADULTCARE 04/16/2015
Vendor Payment Services	ANGELS TOUCH ASSISTED LIVING LLC	VPS-15-001473	03/31/2015	\$8,278.20	ANGELSTOUCH 04/16/2015
Vendor Payment Services	BIRCH CREEK BY HILLCREST	VPS-15-001480	03/31/2015	\$94,068.42	BIRCHCREEK 04/16/2015
Vendor Payment Services	VILLA HOPE	VPS-15-001446	03/31/2015	\$9,768.72	VILLAHOPE 04/16/2015
Vendor Payment Services	ANGELS ON ARCADIAN	VPS-15-001455	03/31/2015	\$6,234.80	ANGELSARC 04/16/2015
Vendor Payment Services	BRUSS, RONALD	VPS-15-001487	03/31/2015	\$23,482.92	BRUSS.INC 04/16/2015
Vendor Payment Services	CLARITY CARE INC	VPS-15-001496	02/28/2015	(\$14.38)	CLARITYCARE 04/16/2015
Vendor Payment Services	COMPASS DEVELOPMENT LLC	VPS-15-001498	03/31/2015	\$90,540.84	COMPASSDEV 04/16/2015
Vendor Payment Services	INNOVATIVE SERVICES INC	VPS-15-001521	02/28/2015	\$6,849.71	INNOVSERVICE 04/16/2015



Department	Vendor	Invoice Number	Invoice Date	Amount	Description
Vendor Payment Services	LUTHERAN SOCIAL SERVICES	VPS-15-001530	01/31/2015	(\$1,119.07)	LUTHERANSS 04/16/2015
Vendor Payment Services	MC CORMICK MEMORIAL HOME	VPS-15-001537	03/31/2015	\$24,160.48	MCCORMICK 04/16/2015
Vendor Payment Services	MYSTIC MEADOWS LLC	VPS-15-001539	03/31/2015	\$17,511.90	MYSTICMEDAFH 04/16/2015
Vendor Payment Services	PARENT TEAM LLC	VPS-15-001546	03/31/2015	\$11,845.89	PARENTTEAM 04/16/2015
Vendor Payment Services	VILLA HOPE	VPS-15-001571	03/31/2015	\$83,238.69	VILLAHOPE 04/16/2015
Vendor Payment Services	WILLOWCREEK AFH LLC	VPS-15-001573	03/31/2015	\$36,378.40	WILLOWCR.LLC 04/16/2015
Vendor Payment Services	CHRISTENSEN ADULT FAMILY HOME	VPS-15-001580	03/31/2015	\$6,196.40	CHRISTEN.AFH 04/16/2015
Vendor Payment Services	ANGELS ON ARCADIAN	VPS-15-001596	03/31/2015	\$151,465.68	ANGELSARC 04/16/2015
Vendor Payment Services	INNOVATIVE SERVICËS INC	VPS-15-001741	02/28/2015	\$215.00	INNOVSERVICE 04/30/2015
Vendor Payment Services	MARLA VISTA MANOR ASSISTED LIVING	VPS-15-001757	03/31/2015	\$15,503.42	MARLAVISTAMR 04/30/2015
Vendor Payment Services	HELPING HANDS CAREGIVERS LLC	VPS-15-001802	03/31/2015	\$41,431,06	HELPHANDSLLC 04/30/2015
Vendor Payment Services	ADVOCATES EXTENSION LLC	VPS-15-001834	02/28/2015	\$5,712.00	ADVOCATESLLC 04/30/2015
Vendor Payment Services	CEREBRAL PALSY INC	VPS-15-001636	02/28/2015	\$2,618.61	CEREBRAL 04/23/2015
Vendor Payment Services	CEREBRAL PALSY INC	VPS-15-001638	04/30/2015	\$2,172.79	CEREBRAL 04/23/2015
Vendor Payment Services	ARTISAN ASSISTED LIVING	VPS-15-001603	03/31/2015	\$48,371.87	ARTISAN.LLC 04/16/2015
Vendor Payment Services	ADVOCATES EXTENSION LLC	VPS-15-001614	03/31/2015	\$9,095.00	ADVOCATESLLC 04/16/2015
Vendor Payment Services	AGING & DISABILITY RESOURCE CENTE	VPS-15-001693	02/28/2015	\$107.35	AGERES 04/30/2015
Vendor Payment Services	ASPIRO INC	VPS-15-001698	02/28/2015	\$3,742.22	ASPIRO 04/30/2015
Vendor Payment Services	CEREBRAL PALSY INC	VPS-15-001709	02/28/2015	\$2,846.06	CEREBRAL 04/30/2015
Vendor Payment Services	CLARITY CARE INC	VPS-15-001716	02/28/2015	\$8.04	CLARITYCARE 04/30/2015
Vendor Payment Services	EASTSHORE INDUSTRIES INC	VPS-15-001723	03/31/2015	\$5,444.95	EASTSHORE 04/30/2015
Vendor Payment Services	N.E.W CURATIVE REHABILITATION	VPS-15-001643	01/31/2015	\$804.01	CURAWKSHOP 04/23/2015
Vendor Payment Services	FAMILY SERVICES OF NE WISCONSIN IN	VPS-15-001645	03/31/2015	\$125.00	FAMILYSERE 04/23/2015
Vendor Payment Services	KCC FISCAL AGENT SERV - BROWN	VPS-15-001652	02/28/2015	\$17,382.65	KCCFISCALAGT 04/23/2015
Vendor Payment Services	BIRCH CREEK BY HILLCREST	VPS-15-001479	01/31/2015	\$1,091.36	BIRCHCREEK 04/16/2015
Vendor Payment Services	BISHOP'S COURT	VPS-15-001481	01/31/2015	\$1,865.16	BISHOPSCRT 04/16/2015
Vendor Payment Services	AGING & DISABILITY RESOURCE CENTE	VPS-15-001692	01/31/2015	\$791.00	AGERES 04/30/2015
Vendor Payment Services	ASPIRO INC	VPS-15-001699	03/31/2015	\$293,638.70	ASPIRO 04/30/2015
Vendor Payment Services	CEREBRAL PALSY INC	VPS-15-001710	03/31/2015	\$115,017.72	CEREBRAL 04/30/2015
Vendor Payment Services	CLARITY CARE INC	VPS-15-001715	01/31/2015	\$34.96	CLARITYCARE 04/30/2015
Vendor Payment Services	CLARITY CARE INC	VPS-15-001717	03/31/2015	\$38,449.55	CLARITYCARE 04/30/2015
Vendor Payment Services	N.E.W CURATIVE REHABILITATION	VPS-15-001644	02/28/2015	\$384.26	CURAWKSHOP 04/23/2015
Vendor Payment Services	VISIONS OF NEW LLC	VPS-15-001611	03/31/2015	\$5,622.22	VISIONSLLC 04/16/2015
Vendor Payment Services	RENNES ASSISTED LIVING CORP	VPS-15-001613	03/31/2015	\$5,463.44	RENNES 04/16/2015
Vendor Payment Services	246 BERGER LLC	VPS-15-001615	02/28/2015	\$2,442.76	AGEWELL 04/16/2015
Vendor Payment Services	BORNEMANN CBRFS OPERATING COMF	VPS-15-001620	03/31/2015	\$14,735.35	BORNEMANNLLC 04/16/2015
Vendor Payment Services	CEREBRAL PALSY INC	VPS-15-001635	01/31/2015	\$2,427.07	CEREBRAL 04/23/2015
Vendor Payment Services	CEREBRAL PALSY INC	VPS-15-001637	03/31/2015	\$13,826.92	CEREBRAL 04/23/2015
Vendor Payment Services	HELPING HANDS CAREGIVERS LLC	VPS-15-001801	02/28/2015	\$45.95	HELPHANDSLLC 04/30/2015
Vendor Payment Services	DEER PATH ASSISTED LIVING INC	VPS-15-001824	03/31/2015	\$5,097.90	DEERPATHASST 04/30/2015



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<u>Department</u>	Vendor	Invoice Number	Invoice Date	Amount	<u>Description</u>
Vendor Payment Services	ADVOCATES EXTENSION LLC	VPS-15-001833	01/31/2015	\$3,196.00	ADVOCATESLLC 04/30/2015
Vendor Payment Services	ADVOCATES EXTENSION LLC	VPS-15-001835	03/31/2015	\$16,358.70	ADVOCATESLLC 04/30/2015
Vendor Payment Services	REM WISCONSIN II INC	VPS-15-001774	03/31/2015	\$111,756.13	REM.HEALTH 04/30/2015
Vendor Payment Services	GOODWILL INDUSTRIES OF NORTH	VPS-15-001733	03/31/2015	\$8,532.26	GOODWILLGB 04/30/2015
Vendor Payment Services	HOME INSTEAD SR CARE	VPS-15-001735	01/31/2015	\$278,50	HOMEINSTSR 04/30/2015
Vendor Payment Services	INNOVATIVE SERVICES INC	VPS-15-001740	01/31/2015	\$1,236.25	INNOVSERVICE 04/30/2015
Vendor Payment Services	INNOVATIVE SERVICES INC	VPS-15-001742	03/31/2015	\$314,410.62	INNOVSERVICE 04/30/2015
Vendor Payment Services	LAMERS BUS LINES INC	VPS-15-001751	03/31/2015	\$60,606.00	LAMERS.BUS 04/30/2015
Vendor Payment Services	PARAGON COMMUNITY SERVICES LLC	VPS-15-001767	03/31/2015	\$71,193.69	PARAGONIND 04/30/2015
Vendor Payment Services	FAMILY TRAINING PROGRAM INC	VPS-15-001646	02/28/2015	\$780.00	FAMILYTRNG 04/23/2015
Vendor Payment Services	KCC FISCAL AGENT SERV - BROWN	VPS-15-001651	01/31/2015	\$5,314.88	KCCFISCALAGT 04/23/2015
Vendor Payment Services	KCC FISCAL AGENT SERV - BROWN	VPS-15-001653	03/31/2015	\$336,306.79	KCCFISCALAGT 04/23/2015
Vendor Payment Services	REHAB RESOURCES INC	VPS-15-001660	03/31/2015	\$9,721.28	REHABRES 04/23/2015
Vendor Payment Services	COMFORT KEEPERS	VPS-15-001380	03/31/2015	\$5,395.19	COMFORTKEEP 04/02/2015
Vendor Payment Services	LUTHERAN SOCIAL SERVICES	VPS-15-001387	02/28/2015	\$14,849.44	LUTHERANSS 04/02/2015
Vendor Payment Services	BISHOP'S COURT	VPS-15-001406	02/28/2015	\$3,017.94	BISHOPSCRT 04/16/2015
Vendor Payment Services	CURO CARE LLC	VPS-15-001454	03/31/2015	\$6,283.17	CUROCARELLC 04/16/2015
Vendor Payment Services	CARE FOR ALL AGES INC	VPS-15-001488	03/31/2015	\$14,860.40	CAREFORAGE 04/16/2015
Vendor Payment Services	CLARITY CARE INC	VPS-15-001497	03/31/2015	\$184,724.30	CLARITYCARE 04/16/2015
Vendor Payment Services	FAMILY SERVICES OF NE WISCONSIN IN	VPS-15-001506	03/31/2015	\$38,743.25	FAMILYSERE 04/16/2015
Vendor Payment Services	INNOVATIVE SERVICES INC	VPS-15-001520	01/31/2015	\$13,700.99	INNOVSERVICE 04/16/2015
Vendor Payment Services	INNOVATIVE SERVICES INC	VPS-15-001522	03/31/2015	\$552,885.64	INNOVSERVICE 04/16/2015
Vendor Payment Services	LUTHERAN SOCIAL SERVICES	VPS-15-001531	02/28/2015	\$6,322.93	LUTHERANSS 04/16/2015
Vendor Payment Services	MC CORMICK MEMORIAL HOME	VPS-15-001536	01/31/2015	\$1,944.54	MCCORMICK 04/16/2015
Vendor Payment Services	PARENT TEAM LLC	VPS-15-001545	02/28/2015	\$202.50	PARENTTEAM 04/16/2015
Vendor Payment Services	PNUMA HEALTH CARE INC	VPS-15-001547	03/31/2015	\$15,025.83	PNUMAHLTHC 04/16/2015
Vendor Payment Services	VILLA HOPE	VPS-15-001570	02/28/2015	\$1,828.38	VILLAHOPE 04/16/2015
Vendor Payment Services	COGNITIVE CONCEPTS INC	VPS-15-001586	03/31/2015	\$8,927.40	COGNITIVECON 04/16/2015
Vendor Payment Services	ANGELS ON ARCADIAN	VPS-15-001595	02/28/2015	\$3,338.73	ANGELSARC 04/16/2015
Vendor Payment Services	CENTURY RIDGE OF GREEN BAY INC	VPS-15-001597	03/31/2015	\$37,811.91	CENTURYGB 04/16/2015
Vendor Payment Services	KCC FISCAL AGENT SERV - BROWN	VPS-15-001384	01/31/2015	\$58.36	KCCFISCALAGT 04/02/2015
Vendor Payment Services	KCC FISCAL AGENT SERV - BROWN	VPS-15-001385	02/28/2015	\$27,355.31	KCCFISCALAGT 04/02/2015
Vendor Payment Services	ADAMS LADULT FAMILY HOME	VPS-15-001467	01/31/2015	\$2,612.40	ADAMS.L 04/16/2015
Vendor Payment Services	ADAMS LADULT FAMILY HOME	VPS-15-001468	03/31/2015	\$6,655.60	ADAMS.L 04/16/2015
Vendor Payment Services	BISHOP'S COURT	VPS-15-001482	03/31/2015	\$74,547.88	BISHOPSCRT 04/16/2015
Vendor Payment Services	BOLL ADULT CARE CONCEPTS INC	VPS-15-001483	02/28/2015	\$29.92	BOLLADULTCAR 04/16/2015
Vendor Payment Services	BOLL ADULT CARE CONCEPTS INC	VPS-15-001484	03/31/2015	\$72,581.00	BOLLADULTCAR 04/16/2015
Vendor Payment Services	BROTOLOC CORPORATION	VPS-15-001485	03/31/2015	\$56,348.69	BROTOLOCCO 04/16/2015
Vendor Payment Services	COGNITIVE CONCEPTS INC	VPS-15-001451	02/28/2015	\$1,305.40	COGNITIVECON 04/16/2015
Vendor Payment Services	COGNITIVE CONCEPTS INC	VPS-15-001452	03/31/2015	\$17,615.95	COGNITIVECON 04/16/2015



<u>Department</u>	Vendor	Invoice Number	Invoice Date	Amount	Description
Vendor Paynjent Services	N.E.W CURATIVE REHABILITATION	VPS-15-001720	01/31/2015	\$370.28	CURAWKSHOP 04/30/2015
Vendor Payment Services	N.E.W CURATIVE REHABILITATION	VPS-15-001721	02/28/2015	\$1,673.12	CURAWKSHOP 04/30/2015
Vendor Payment Services	N.E.W CURATIVE REHABILITATION	VPS-15-001722	03/31/2015	\$104,765,25	CURAWKSHOP 04/30/2015
Vendor Payment Services	VILLA HOPE	VPS-15-001787	03/31/2015	\$65,438.11	VILLAHOPE 04/30/2015
Vendor Payment Services	HELPING HANDS CAREGIVERS LLC	VPS-15-001803	04/30/2015	\$29.95	HELPHANDSLLC 04/30/2015
Vendor Payment Services	CEREBRAL PALSY INC	VPS-15-001639	09/30/2014	\$65.04	CEREBRAL 04/23/2015
Vendor Payment Services	CEREBRAL PALSY INC	VPS-15-001640	12/31/2014	\$557.24	CEREBRAL 04/23/2015
Vendor Payment Services	246 BERGER LLC	VPS-15-001616	03/31/2015	\$14,537.22	AGEWELL 04/16/2015
Vendor Payment Services	OPTIONS TREATMENT PROGRAM	VPS-15-001656	03/31/2015	\$5,614.00	OPTIONSTREAT 04/23/2015
Vendor Payment Services	PNUMA HEALTH CARE INC	VPS-15-001657	03/31/2015	\$10,202.96	PNUMAHLTHC 04/23/2015
Vendor Payment Services	REHAB RESOURCES INC	VPS-15-001658	01/31/2015	\$591.60	REHABRES 04/23/2015
Vendor Payment Services	REHAB RESOURCES INC	VPS-15-001659	02/28/2015	\$1,491.01	REHABRES 04/23/2015
Vendor Payment Services	DUNGARVIN WISCONSIN LLC	VPS-15-001675	03/31/2015	\$58,342.00	DUNGARVIN.WI 04/23/2015
Vendor Payment Services	HOME INSTEAD SR CARE	VPS-15-001736	03/31/2015	\$10,969.25	HOMEINSTSR 04/30/2015
Vendor Payment Services	FAMILY SERVICES OF NE WISCONSIN IN	VPS-15-001417	01/31/2015	\$3,689.00	FAMILYSERE 04/09/2015
Vendor Payment Services	FAMILY SERVICES OF NE WISCONSIN IN	VPS-15-001418	03/31/2015	\$2,574.16	FAMILYSERE 04/16/2015
Vendor Payment Services	MACHT VILLAGE PROGRAMS INC	VPS-15-001433	03/31/2015	\$7,918.16	MACHTVILLAGE 04/16/2015
Vendor Payment Services	G&I OAKS INC	VPS-15-001436	03/31/2015	\$23,309.93	OAKSGRHOM 04/16/2015
Vendor Payment Services	COUNTRY LIVING ADULT HEALTH	VPS-15-001499	03/31/2015	\$15,129.23	COUNTRYLIV 04/16/2015
Vendor Payment Services	DEBAERE ADULT FAMILY HOME	VPS-15-001501	03/31/2015	\$5,770.00	DEBAERE, JO 04/16/2015
Vendor Payment Services	HOMES FOR INDEPENDENT	VPS-15-001516	03/31/2015	\$622,477.97	HOMESINDEP 04/16/2015
Vendor Payment Services	IMPROVED LIVING SERVICES LLC	VPS-15-001517	01/31/2015	\$314.82	IMPROVLVGSER 04/16/2015
Vendor Payment Services	IMPROVED LIVING SERVICES LLC	VPS-15-001518	03/31/2015	\$84,516.77	IMPROVLVGSER 04/16/2015
Vendor Payment Services	INFINITY CARE INC	VPS-15-001519	03/31/2015	\$19,764.41	INFINITYCARE 04/16/2015
Vendor Payment Services	LUTHERAN SOCIAL SERVICES	VPS-15-001532	03/31/2015	\$50,929.54	LUTHERANSS 04/16/2015
Vendor Payment Services	MARLA VISTA MANOR ASSISTED LIVING	VPS-15-001534	02/28/2015	\$3,074.00	MARLAVISTAMR 04/16/2015
Vendor Payment Services	MARLA VISTA MANOR ASSISTED LIVING	VPS-15-001535	03/31/2015	\$3,074.00	MARLAVISTAMR 04/16/2015
Vendor Payment Services	PRODUCTIVE LIVING SYSTEMS INC	VPS-15-001549	03/31/2015	\$43,830,10	PROLIVSYSINC 04/16/2015
Vendor Payment Services	ODD FELLOW REBEKAH HOME ASSOCI/	VPS-15-001550	03/31/2015	\$13,458.34	REBEKAH 04/16/2015
Vendor Payment Services	ST VINCENT HOSPITAL	VPS-15-001567	03/31/2015	\$5,146.21	STVINCH.HH 04/16/2015
Vendor Payment Services	TREMPEALEAU COUNTY	VPS-15-001569	03/31/2015	\$110,239.06	TREMPCOHLT 04/16/2015
Vendor Payment Services	MYSTIC CREEK LLC	VPS-15-001599	03/31/2015	\$6,209.92	MYSTCRKAFH 04/16/2015
Vendor Payment Services	MYSTIC ACRES LLC	VPS-15-001600	03/31/2015	\$5,945.18	MYSTICACRAFH 04/16/2015
Vendor Payment Services	MATTHEWS SENIOR LIVING	VPS-15-001601	03/31/2015	\$24,207.13	MATTHEWSSR 04/16/2015
200				\$5,468,741.24	
	WISCONSIN PUBLIC SERVICE	1382207234-00000	03/25/2015	\$9,187.90	ZOO & PARK UTILITIES - MARCH
	JIMS GOLF CARS INC	52960	04/07/2015	\$16,430.40	ZOO - (2) UTILITY VEHICLES (2015 CARRYALI 550)
				¢25 618 30	(20) 0 (11) (12)



\$25,618.30

Amount Description	\$16,408,884.21	Amount	\$5,272.42 \$6,728.17 \$7,418.75 \$19,419.34
Invoice Date	AP Grand Total \$16,40	Payee	EGGENER, BRIAN J PAREEK, YOGESH C RIEMER, MAXINE M Payroll Grand Total
Invoice Number	AP	Source	Payroll Payroll Payroll Payroll
		Payment Date	04/03/15 04/03/15 04/17/15
님		Number	104324
Vendor		Type	EFT Check
<u>Department</u>		Bank Account	Payroll Payroll Account Payroll Payroll Account Payroll Payroll Account

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